

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GINA L ADAMS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GINA L ADAMS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 3.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GINA L ADAMS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LATANYA GAIL ALEXANDER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LATANYA GAIL ALEXANDER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$8.78 per hour for 3.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LATANYA GAIL ALEXANDER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA M BAKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA M BAKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 182 days, from 08/10/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.19 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PAMELA M BAKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ERNESTINE BAUMAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ERNESTINE BAUMAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.72 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ERNESTINE BAUMAN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TERESA L BELL , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TERESA L BELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.87 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TERESA L BELL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JACQUELINE K BLUFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JACQUELINE K BLUFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 4 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor. Given on: 10/1/2016

BY: [Redacted Signature] JACQUELINE K BLUFORD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA R BOOTH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA R BOOTH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.32 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELA R BOOTH



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CANDICE S BOYKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CANDICE S BOYKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CANDICE S BOYKINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA V BOYKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA V BOYKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 4.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA V BOYKINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA BREWER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA BREWER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$17.14 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BARBARA BREWER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN JEAN BROOKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN JEAN BROOKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.56 per hour for 5.75 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROLYN JEAN BROOKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONJA L BRYANT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONJA L BRYANT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$8.78 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TONJA L BRYANT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: YOLANDA R BULLOCKS

Salary Schedule Code: 5CN

Salary Schedule Title: CHILD NUTRITION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YOLANDA R BULLOCKS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YOLANDA R BULLOCKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.65 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
YOLANDA R BULLOCKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBRA M CALDWELL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBRA M CALDWELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBRA M CALDWELL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: MARYCARR

Salary Schedule Code: 5CN

Salary Schedule Title: CHILD NUTRITION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY CARR, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY CARR, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARY CARR



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORIE A CARROLL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORIE A CARROLL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.51 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LORIE A CARROLL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHENNA C COLE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHENNA C COLE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHENNA C COLE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAREAN COOK, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAREAN COOK, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.63 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAREAN COOK



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

**STATE OF
ARKANSAS**

HOURLY CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **IVORY LEE COOPER**, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **IVORY LEE COOPER**, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **188** days, from **08/12/2016** through **05/30/2017**.

COMPENSATION: Total compensation under this contract is **\$10.63** per hour for **7.5** hours per day to be paid in **26** installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

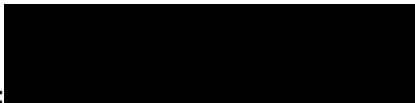
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
IVORY LEE COOPER



BY: 
Board President


Address


Phone

BY: 
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEILA A CROSS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEILA A CROSS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$16.06 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] SHEILA A CROSS



BY: [Redacted] Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENDA FURR DENIO, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENDA FURR DENIO, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRENDA FURR DENIO



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMARA TONETTE DICKERSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMARA TONETTE DICKERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.10 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TAMARA TONETTE DICKERSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARLA L DOBBINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARLA L DOBBINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.63 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CARLA L DOBBINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JODY L EATON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JODY L EATON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$12.82 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JODY L EATON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VALERIE K ERVIN , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VALERIE K ERVIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.67 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VALERIE K ERVIN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEYSI ESPINOZA, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEYSI ESPINOZA, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEYSI ESPINOZA



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TINIA R EVANS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TINIA R EVANS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TINIA R EVANS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BETTY J EVERETT , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BETTY J EVERETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.87 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BETTY J EVERETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY L FAIRCHILD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY L FAIRCHILD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CHILD NUTRITION

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.92 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KIMBERLY L FAIRCHILD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONNELL FLOWERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONNELL FLOWERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 3.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DONNELL FLOWERS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANTOINETTE E FOSTER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANTOINETTE E FOSTER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANTOINETTE E FOSTER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EARNESTINE GARRETT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EARNESTINE GARRETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 6.25 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EARNESTINE GARRETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TANGILA L GARRETT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TANGILA L GARRETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TANGILA L GARRETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDRA F GASKINS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDRA F GASKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.63 per hour for 4.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SANDRA F GASKINS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDRA B GEORGE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDRA B GEORGE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SANDRA B GEORGE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NAUTICA ANTOINETTE GILL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NAUTICA ANTOINETTE GILL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] NAUTICA ANTOINETTE GILL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHARON MARIE GIPSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHARON MARIE GIPSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHARON MARIE GIPSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA HADLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA HADLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.56 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MELISSA HADLEY



BY: [Redacted]
Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLAUDIA D HARRIS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLAUDIA D HARRIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CLAUDIA D HARRIS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LEILA A HIBBLER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LEILA A HIBBLER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$15.77 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LEILA A HIBBLER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GINA M HINTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GINA M HINTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GINA M HINTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHERYL A HOGG , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHERYL A HOGG, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$16.06 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHERYL A HOGG



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRITNEY NICHOLE HOLLINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRITNEY NICHOLE HOLLINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor. Given on: 10/1/2016

BY: [Redacted Signature] BRITNEY NICHOLE HOLLINS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICIA A HUFF, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICIA A HUFF, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PATRICIA A HUFF



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN L JACKSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN L JACKSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.56 per hour for 3.75 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROLYN L JACKSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SYLVIA JAQUEZ, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SYLVIA JAQUEZ, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SYLVIA JAQUEZ



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENDA JOHNSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENDA JOHNSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRENDA JOHNSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTINA JONES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTINA JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.02 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTINA JONES



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAISY C JONES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAISY C JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 4.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAISY C JONES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VICKIE JOANN JONES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VICKIE JOANN JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 182 days, from 08/10/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VICKIE JOANN JONES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DWANNA MICHELLE KELLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DWANNA MICHELLE KELLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor. Given on: 10/1/2016

BY: [Redacted Signature] DWANNA MICHELLE KELLEY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONNA E KIMBALL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONNA E KIMBALL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 4.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DONNA E KIMBALL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KONESHIA D KING, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KONESHIA D KING, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 3.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KONESHIA D KING



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CRYSTAL MICHELLE KISNER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CRYSTAL MICHELLE KISNER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$12.05 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CRYSTAL MICHELLE KISNER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ELIZABETH A KREADY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ELIZABETH A KREADY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.02 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ELIZABETH A KREADY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: BARBARA A KUBAIKO

Salary Schedule Code: 5CN

Salary Schedule Title: CHILD NUTRITION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA A KUBAIKO, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA A KUBAIKO, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BARBARA A KUBAIKO



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BETTY M LEWIS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BETTY M LEWIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$8.78 per hour for 6.75 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BETTY M LEWIS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN LOVE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN LOVE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$16.06 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROLYN LOVE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAURA L LUCKADUE , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAURA L LUCKADUE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 3.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LAURA L LUCKADUE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN ANN MALCHASKI, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN ANN MALCHASKI, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.42 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROLYN ANN MALCHASKI



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEILA K MANNING, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEILA K MANNING, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] SHEILA K MANNING



BY: [Redacted] Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANIS S MAYO , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANIS S MAYO, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.63 per hour for 4.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JANIS S MAYO



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DWIGHT L MAYS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DWIGHT L MAYS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 3.75 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DWIGHT L MAYS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICIA A MAYS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICIA A MAYS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.72 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PATRICIA A MAYS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHERINE MARIE MIKEL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHERINE MARIE MIKEL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATHERINE MARIE MIKEL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NEREYDA L MONTANTE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NEREYDA L MONTANTE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
NEREYDA L MONTANTE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHERLENE MOODY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHERLENE MOODY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 16 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHERLENE MOODY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRISTI L MURPHY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRISTI L MURPHY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KRISTI L MURPHY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RONISHA S NEAL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RONISHA S NEAL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$12.66 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RONISHA S NEAL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARIA ESTHELA NEGRETE-TORRES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARIA ESTHELA NEGRETE-TORRES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$8.78 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TORRES



BY: [Redacted Signature]

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLOTTE A NELSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLOTTE A NELSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.25 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHARLOTTE A NELSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VICTORIA E NELSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VICTORIA E NELSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 7.25 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VICTORIA E NELSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TARA R O'NEAL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TARA R O'NEAL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TARA R O'NEAL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MALINDA S PALMER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MALINDA S PALMER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MALINDA S PALMER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMMA C PANIAGUA, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMMA C PANIAGUA, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] EMMA C PANIAGUA



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VALERIE J PICKENS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VALERIE J PICKENS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VALERIE J PICKENS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GAIL A PRATHER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GAIL A PRATHER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 3.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GAIL A PRATHER



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JUNE T ROBERTSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JUNE T ROBERTSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 182 days, from 08/10/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.50 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JUNE T ROBERTSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and IAMAMAN RUFUS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ IAMAMAN RUFUS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.40 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
IAMAMAN RUFUS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KEVIN SHABAZZ, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KEVIN SHABAZZ, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KEVIN SHABAZZ



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY R SHELTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY R SHELTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 3.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ASHLEY R SHELTON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VICKTONYA L SLATER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VICKTONYA L SLATER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.32 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VICKTONYA L SLATER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BETTY JO SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BETTY JO SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BETTY JO SMITH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAULETTE SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAULETTE SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$11.56 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PAULETTE SMITH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WANDA J SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WANDA J SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WANDA J SMITH



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAUSHA L SULLIVAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAUSHA L SULLIVAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.94 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] TAUSHA L SULLIVAN



BY: [Redacted] Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA TELLADO, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA TELLADO, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.94 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA TELLADO



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEANNA L THOMAS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEANNA L THOMAS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$12.18 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DEANNA L THOMAS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHARON K THOMPSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHARON K THOMPSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.10 per hour for 7.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHARON K THOMPSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARTHA J TOWNSEND , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARTHA J TOWNSEND, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$14.96 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARTHA J TOWNSEND



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ESTHER VILLARREAL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ESTHER VILLARREAL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.63 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ESTHER VILLARREAL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SONJA L WAFFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SONJA L WAFFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.02 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SONJA L WAFFORD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA F WALKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA F WALKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.32 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LINDA F WALKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIE J WILLIAMS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIE J WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.72 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WILLIE J WILLIAMS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHIRLEY WILSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHIRLEY WILSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$13.10 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHIRLEY WILSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GAIL R WOODS-FINKS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GAIL R WOODS-FINKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 188 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$10.63 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GAIL R WOODS-FINKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MILDRED LOUISE WORRELL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MILDRED LOUISE WORRELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 08/09/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$16.06 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor. Given on: 10/1/2016

BY: [Redacted Signature] MILDRED LOUISE WORRELL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

**STATE OF
ARKANSAS**

HOURLY CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHERRI L WRIGHT**, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHERRI L WRIGHT**, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **180** days, from **08/12/2016** through **05/30/2017**.

COMPENSATION: Total compensation under this contract is **\$9.40** per hour for **7** hours per day to be paid in **26** installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 
CHERRI L WRIGHT



BY: 
Board President


Address


Phone

BY: 
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TEWONDIA JORDAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TEWONDIA JORDAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.08 per hour for 3.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TEWONDIA JORDAN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDRA KAY YOUNG, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDRA KAY YOUNG, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$9.70 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SANDRA KAY YOUNG



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTIAN T BAKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTIAN T BAKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTIAN T BAKER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARQUETTE L BERRY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARQUETTE L BERRY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARQUETTE L BERRY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CALVIYUNNA BOLTON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CALVIYUNNA BOLTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CALVIYUNNA BOLTON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENDALL L BONE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENDALL L BONE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KENDALL L BONE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAPRIA BOYKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAPRIA BOYKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAPRIA BOYKINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRAKAYLA J BROOKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRAKAYLA J BROOKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRAKAYLA J BROOKS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TYRIQ EVANS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TYRIQ EVANS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TYRIQ EVANS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEVONTA K HATCHETT , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEVONTA K HATCHETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEVONTA K HATCHETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEVONTE R HAYNES , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEVONTE R HAYNES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEVONTE R HAYNES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DMETRI R JARRETT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DMETRI R JARRETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DMETRI R JARRETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SEMAJ JOHNSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SEMAJ JOHNSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SEMAJ JOHNSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JELASHE L JONES , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JELASHE L JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JELASHE L JONES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALEC T LAYLAND, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALEC T LAYLAND, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ALEC T LAYLAND



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGEL R LONG , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGEL R LONG, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGEL R LONG



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANCE C MARTIN , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANCE C MARTIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANCE C MARTIN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SEDRIC MAY**, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SEDRIC MAY**, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **178** days, from **08/15/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$7.25** per hour for **2** hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted Signature]
SEDRIC MAY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FREDRICK LARON PENNINGTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FREDRICK LARON PENNINGTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
FREDRICK LARON PENNINGTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMIE D PERRY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMIE D PERRY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMIE D PERRY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KEJISOHAN REYNOLDS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KEJISOHAN REYNOLDS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KEJISOHAN REYNOLDS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONOVAN MONTRAL THOMAS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONOVAN MONTRAL THOMAS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DONOVAN MONTRAL THOMAS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EBONY D THOMAS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EBONY D THOMAS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EBONY D THOMAS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBBIE E BULLINGTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBBIE E BULLINGTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 3 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROBBIE E BULLINGTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAYLON LAMAR CARMICHAEL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAYLON LAMAR CARMICHAEL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor. Given on: 10/1/2016

BY: [Redacted Signature]
JAYLON LAMAR CARMICHAEL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MEGAN K COLLETT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MEGAN K COLLETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MEGAN K COLLETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TYLER J JONES , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TYLER J JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 3 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TYLER J JONES



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMEL L PANSY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMEL L PANSY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$7.25 per hour for 2 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EMEL L PANSY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SELINA M HERNANDEZ, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SELINA M HERNANDEZ, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.00 per hour for 4 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SELINA M HERNANDEZ



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MINNIE L WALTER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MINNIE L WALTER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$11.00 per hour for 4.5 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MINNIE L WALTER



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PHILLIP L ADAMS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PHILLIP L ADAMS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.68 per hour for 16 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PHILLIP L ADAMS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ETTA V ANDERSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ETTA V ANDERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ETTA V ANDERSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RUTHIE M HUGHES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RUTHIE M HUGHES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.91 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RUTHIE M HUGHES



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSE MARTIN NIEVES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSE MARTIN NIEVES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOSE MARTIN NIEVES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHAD L PINKERTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHAD L PINKERTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.69 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHAD L PINKERTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENNETH BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENNETH BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.31 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KENNETH BROWN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TERRY G GATES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TERRY G GATES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$15.19 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TERRY G GATES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAVERA JAMES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAVERA JAMES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.78 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LAVERA JAMES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA S JONES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA S JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.45 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BARBARA S JONES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARMEL L MARTIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARMEL L MARTIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.61 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CARMEL L MARTIN



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENNETH W MCKNIGHT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENNETH W MCKNIGHT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.69 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KENNETH W MCKNIGHT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RALFENA E HOWARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RALFENA E HOWARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RALFENA E HOWARD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THOMAS PARKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THOMAS PARKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$12.49 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] THOMAS PARKER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARVIN K PRICE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARVIN K PRICE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.41 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARVIN K PRICE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELVIN JAMES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELVIN JAMES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$15.79 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELVIN JAMES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARIA E TOBIAS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARIA E TOBIAS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARIA E TOBIAS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RONALD E CONLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RONALD E CONLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.65 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] RONALD E CONLEY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KARL D MORRIS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KARL D MORRIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KARL D MORRIS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAY ANTHONY STEWART, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAY ANTHONY STEWART, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.61 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RAY ANTHONY STEWART



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAYLON D DANIELS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAYLON D DANIELS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KAYLON D DANIELS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THELMA J GLASS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THELMA J GLASS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$15.79 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
THELMA J GLASS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELVINIA SEALS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELVINIA SEALS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.65 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELVINIA SEALS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RODNEY B KINLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RODNEY B KINLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.01 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RODNEY B KINLEY



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DRUSILLA E TOWNSEND, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DRUSILLA E TOWNSEND, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DRUSILLA E TOWNSEND



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIAM L HALE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIAM L HALE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.89 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WILLIAM L HALE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARL B JOHNSTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARL B JOHNSTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.69 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CARL B JOHNSTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAYSHAUN M WILSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAYSHAUN M WILSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$11.91 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] RAYSHAUN M WILSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAY D BREWER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAY D BREWER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.84 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RAY D BREWER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALVESTER BOYD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALVESTER BOYD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.10 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ALVESTER BOYD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EDDIE L BROOKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EDDIE L BROOKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$18.24 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EDDIE L BROOKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LUE B DODSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LUE B DODSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LUE B DODSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSE J GALICIA, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSE J GALICIA, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.89 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JOSE J GALICIA



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES GUY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES GUY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMES GUY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TWYLA A LEE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TWYLA A LEE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TWYLA A LEE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FRANK MAYWEATHERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FRANK MAYWEATHERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.89 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
FRANK MAYWEATHERS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THEODIST OWENS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THEODIST OWENS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$15.59 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] THEODIST OWENS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BILLY J REED, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BILLY J REED, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BILLY J REED



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARIO A TOBIAS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARIO A TOBIAS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.72 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARIO A TOBIAS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICIA A WASHINGTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICIA A WASHINGTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PATRICIA A WASHINGTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIE LEE DODSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIE LEE DODSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.13 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
WILLIE LEE DODSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YVONNE JORDAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YVONNE JORDAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$16.85 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
YVONNE JORDAN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CATINA ALLEN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CATINA ALLEN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.65 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CATINA ALLEN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JEROME ARCHABLE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JEROME ARCHABLE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$14.16 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JEROME ARCHABLE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA M BATES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA M BATES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.69 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ANITA M BATES



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LARONCE V BURKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LARONCE V BURKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LARONCE V BURKS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIAN D EDWARDS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIAN D EDWARDS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$14.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRIAN D EDWARDS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GLORIA J HOARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GLORIA J HOARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.84 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GLORIA J HOARD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THURSTON L LARRY , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THURSTON L LARRY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$14.95 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] THURSTON L LARRY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLEASTER LOWERY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLEASTER LOWERY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLEASTER LOWERY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIDGETTE L REED-NELSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIDGETTE L REED-NELSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.84 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRIDGETTE L REED-NELSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARLOS L RODGERS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARLOS L RODGERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$12.26 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CARLOS L RODGERS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GEORGE L SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GEORGE L SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GEORGE L SMITH



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLEVESTER WAITS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLEVESTER WAITS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.89 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLEVESTER WAITS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIAN O BRADFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIAN O BRADFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$15.79 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRIAN O BRADFORD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAWRENCE EDWARD PETTUS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAWRENCE EDWARD PETTUS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor. Given on: 10/1/2016

BY: [Redacted Signature]
LAWRENCE EDWARD PETTUS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA M POPE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA M POPE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.69 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANITA M POPE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BO ADAMS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BO ADAMS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BO ADAMS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KWAME' K BRADFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KWAME' K BRADFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.89 per hour for 8 hours per day to be paid in 0 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KWAME' K BRADFORD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIAN C CHRISTIAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIAN C CHRISTIAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRIAN C CHRISTIAN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FELICIA RENAE COLEMAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FELICIA RENAE COLEMAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] FELICIA RENAE COLEMAN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARCUS FOLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARCUS FOLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARCUS FOLEY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TERRY HOLMAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TERRY HOLMAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TERRY HOLMAN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JONTE' A HORTON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JONTE' A HORTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JONTE' A HORTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBERT L JOHNSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBERT L JOHNSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROBERT L JOHNSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HENRY E JONES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HENRY E JONES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] HENRY E JONES



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARVIN MARTIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARVIN MARTIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$21.32 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CARVIN MARTIN



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARIA D MONTGOMERY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARIA D MONTGOMERY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARIA D MONTGOMERY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDY M PHILLIPS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDY M PHILLIPS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RANDY M PHILLIPS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MOSE RANDALL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MOSE RANDALL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MOSE RANDALL



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EDDIE D SANDERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EDDIE D SANDERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EDDIE D SANDERS



BY: [Redacted Signature]
Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VENETRAL L TYUS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VENETRAL L TYUS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VENETRAL L TYUS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HERMAN WALTERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HERMAN WALTERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
HERMAN WALTERS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARCELIS S WALTERS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARCELIS S WALTERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARCELIS S WALTERS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARILYN WARREN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARILYN WARREN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARILYN WARREN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GERALD L WATSON, JR. , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GERALD L WATSON, JR., EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GERALD L WATSON, JR.



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JEFFREY WAYNE , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JEFFREY WAYNE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JEFFREY WAYNE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GERALD L WHEELER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GERALD L WHEELER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GERALD L WHEELER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA A WHITE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA A WHITE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PAMELA A WHITE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RODNEY T WRIGHT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RODNEY T WRIGHT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RODNEY T WRIGHT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CORNELIUS L BURTON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CORNELIUS L BURTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$18.26 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CORNELIUS L BURTON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDALL L BRADLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDALL L BRADLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RANDALL L BRADLEY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NATHAN L CLAYBORN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NATHAN L CLAYBORN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

NATHAN L CLAYBORN



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSIE H MILLER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSIE H MILLER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JESSIE H MILLER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALFRED L WATKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALFRED L WATKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ALFRED L WATKINS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FRED L ABRAHAM , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FRED L ABRAHAM, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$21.54 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

FRED L ABRAHAM



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANTHONY SHANE BEACH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANTHONY SHANE BEACH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$13.57 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANTHONY SHANE BEACH



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHABASTIAN A CARADINE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHABASTIAN A CARADINE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHABASTIAN A CARADINE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAIN ALLEN CARVER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAIN ALLEN CARVER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$26.36 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAIN ALLEN CARVER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARQUES D CLINGMON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARQUES D CLINGMON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.05 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARQUES D CLINGMON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JACKIE L COLLIE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JACKIE L COLLIE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$25.45 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JACKIE L COLLIE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MATTHEW O FOWLER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MATTHEW O FOWLER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$21.54 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MATTHEW O FOWLER



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER A MCINTOSH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER A MCINTOSH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$12.79 per hour for 16 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTOPHER A MCINTOSH



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAVID W O'DELL , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAVID W O'DELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$21.54 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DAVID W O'DELL



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ULRICHO L ROCKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ULRICHO L ROCKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ULRICHO L ROCKINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TRAVIS LYNN SHAW, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TRAVIS LYNN SHAW, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.05 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TRAVIS LYNN SHAW



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLAYTON SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLAYTON SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLAYTON SMITH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEION TIDWELL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEION TIDWELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$10.00 per hour for 10 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEION TIDWELL



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LARRY J WARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LARRY J WARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$31.14 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LARRY J WARD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEPHEN WARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEPHEN WARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$21.54 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

STEPHEN WARD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF
ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **FREDERICK E WILLIAMS**, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **FREDERICK E WILLIAMS**, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **261** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$12.00** per hour for **8** hours per day to be paid in **26** installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 
FREDERICK E WILLIAMS



BY: 
Board President


Address


Phone

BY: 
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBERT A AIROLDI, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBERT A AIROLDI, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 1 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ROBERT A AIROLDI



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHAYLA R MARINER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHAYLA R MARINER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHAYLA R MARINER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BEVERLY D MATHEWS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BEVERLY D MATHEWS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BEVERLY D MATHEWS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BEVERLY D MATHEWS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BEVERLY D MATHEWS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BEVERLY D MATHEWS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BELINDA D BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BELINDA D BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BELINDA D BROWN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LARRY D DAVIS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LARRY D DAVIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$11.55 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LARRY D DAVIS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ILA IRENE FAIRCHILD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ILA IRENE FAIRCHILD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ILA IRENE FAIRCHILD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENYA R GRIFFIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENYA R GRIFFIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.13 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KENYA R GRIFFIN



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA VINSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA VINSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.26 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA VINSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LUTISHA D WRIGHT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LUTISHA D WRIGHT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LUTISHA D WRIGHT



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DIANE M BATEMAN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DIANE M BATEMAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.21 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DIANE M BATEMAN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EBONY T BRADFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EBONY T BRADFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 2.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EBONY T BRADFORD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ILA IRENE FAIRCHILD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ILA IRENE FAIRCHILD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ILA IRENE FAIRCHILD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PEGGY LEE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PEGGY LEE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PEGGY LEE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHAWNA L WITHERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHAWNA L WITHERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 2.75 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHAWNA L WITHERS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEANNA L DALE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEANNA L DALE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DEANNA L DALE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA M HOLLOWAY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA M HOLLOWAY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELA M HOLLOWAY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AISHA J RODGERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AISHA J RODGERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

AISHA J RODGERS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KELETTA M WOFFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KELETTA M WOFFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.65 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KELETTA M WOFFORD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICIA HICKERSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICIA HICKERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$11.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PATRICIA HICKERSON



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALMA R MARTINEZ, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALMA R MARTINEZ, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ALMA R MARTINEZ



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA J WAFFORD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA J WAFFORD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.50 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BARBARA J WAFFORD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: VIVIAN FAYE WATKINS

Salary Schedule Code: 5S1

Salary Schedule Title: CG/LA/EMA

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VIVIAN FAYE WATKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VIVIAN FAYE WATKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.13 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VIVIAN FAYE WATKINS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NOEMI WATSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NOEMI WATSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] NOEMI WATSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WANDA A BARNES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WANDA A BARNES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.42 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WANDA A BARNES



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JORDAN BARRETT-SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JORDAN BARRETT-SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.13 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JORDAN BARRETT-SMITH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANNA L.F. DOKES-CONLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANNA L.F. DOKES-CONLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.02 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANNA L.F. DOKES-CONLEY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VANESSA MURPHY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VANESSA MURPHY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VANESSA MURPHY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VANESSA MURPHY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VANESSA MURPHY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VANESSA MURPHY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KALEN D SUMMONS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KALEN D SUMMONS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.71 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KALEN D SUMMONS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAKEICHA COATES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAKEICHA COATES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LAKEICHA COATES



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMIE M DURHAM, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMIE M DURHAM, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TAMMIE M DURHAM



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JERRY ROMES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JERRY ROMES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.68 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JERRY ROMES



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JULIA C BULLOCKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JULIA C BULLOCKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JULIA C BULLOCKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JADA GIRLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JADA GIRLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JADA GIRLEY



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONI HATCHETT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONI HATCHETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TONI HATCHETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBORA RANDLE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBORA RANDLE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 4.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBORA RANDLE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHIE GARDNER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHIE GARDNER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATHIE GARDNER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHIE GARDNER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHIE GARDNER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.65 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KATHIE GARDNER



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSHUA A HERNANDEZ, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSHUA A HERNANDEZ, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOSHUA A HERNANDEZ



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSHUA A HERNANDEZ, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSHUA A HERNANDEZ, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.18 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOSHUA A HERNANDEZ



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENNNA C MATTHEWS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENNNA C MATTHEWS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRENNNA C MATTHEWS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENNNA C MATTHEWS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENNNA C MATTHEWS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.94 per hour for 2 hours per day to be paid in 0 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BRENNNA C MATTHEWS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOYCE M TAYLOR, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOYCE M TAYLOR, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.36 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOYCE M TAYLOR



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOYCE M TAYLOR, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOYCE M TAYLOR, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.60 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOYCE M TAYLOR



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: RICHARD L HAMILTON

Salary Schedule Code: 5TD

Salary Schedule Title: DUAL DRIVERS

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICHARD L HAMILTON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICHARD L HAMILTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RICHARD L HAMILTON



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VALERIE KEENER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VALERIE KEENER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17.11 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VALERIE KEENER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THOMAS WOMACK, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THOMAS WOMACK, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.40 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] THOMAS WOMACK



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and OTIS BANKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ OTIS BANKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

OTIS BANKS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDY BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDY BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.09 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RANDY BROWN



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FREDERICK GILMORE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FREDERICK GILMORE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.13 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
FREDERICK GILMORE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY E WILLIAMS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY E WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ASHLEY E WILLIAMS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIAM A BEVERLY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIAM A BEVERLY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.40 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WILLIAM A BEVERLY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROGER E GIBSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROGER E GIBSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ROGER E GIBSON



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JASON HOULE , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JASON HOULE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.37 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JASON HOULE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JULIA WILKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JULIA WILKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JULIA WILKINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DANA BUIE , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DANA BUIE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DANA BUIE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLES POPE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLES POPE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: DUAL BUS DRIVERS

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CHARLES POPE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SERITA L AGEE , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SERITA L AGEE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SERITA L AGEE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MONICA L BANKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MONICA L BANKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.03 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MONICA L BANKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SPIRIT D BANKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SPIRIT D BANKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SPIRIT D BANKS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: CASSANDRA W BARNES

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CASSANDRA W BARNES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CASSANDRA W BARNES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.39 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CASSANDRA W BARNES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA R BATTLES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA R BATTLES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PAMELA R BATTLES



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAY C BRANCH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAY C BRANCH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RAY C BRANCH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: CHARLES KEITH BROWN

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 03

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLES KEITH BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLES KEITH BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$26.98 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHARLES KEITH BROWN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAMONICA D BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAMONICA D BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.47 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAMONICA D BROWN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANNETTA R BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANNETTA R BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.71 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JANNETTA R BROWN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and QUINCY Q BRUCE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ QUINCY Q BRUCE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

QUINCY Q BRUCE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA L CARROLL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA L CARROLL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.13 per hour for 6.25 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LINDA L CARROLL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA D CROSS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA D CROSS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.14 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PAMELA D CROSS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBERT W DAVIDSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBERT W DAVIDSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ROBERT W DAVIDSON



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: JASON D DICKERSON

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JASON D DICKERSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JASON D DICKERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.69 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JASON D DICKERSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAVIS K DICKERSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAVIS K DICKERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAVIS K DICKERSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARILYN F DISON-HUBBARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARILYN F DISON-HUBBARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.14 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARILYN F DISON-HUBBARD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LASHE N DIXON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LASHE N DIXON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.09 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LASHE N DIXON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: DENNIS J DODD

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DENNIS J DODD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DENNIS J DODD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DENNIS J DODD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAMEL DOLES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAMEL DOLES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.98 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CAMEL DOLES



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: OLIVER L DUNN

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and OLIVER L DUNN , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ OLIVER L DUNN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.75 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
OLIVER L DUNN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALICIA D ERVIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALICIA D ERVIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ALICIA D ERVIN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KYANI S FOBBS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KYANI S FOBBS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.73 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KYANI S FOBBS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MONIQUE GADSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MONIQUE GADSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MONIQUE GADSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALAN G GANTT , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALAN G GANTT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ALAN G GANTT



BY: [Redacted Signature]
Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: MATTHEW L GOBER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 03

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MATTHEW L GOBER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MATTHEW L GOBER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$22.25 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MATTHEW L GOBER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SCOTT D GREEN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SCOTT D GREEN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.39 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SCOTT D GREEN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA L GREGORY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA L GREGORY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.37 per hour for 6.25 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELISSA L GREGORY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and APRIL GULLEDGE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ APRIL GULLEDGE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] APRIL GULLEDGE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARLA D HALL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARLA D HALL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CARLA D HALL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: TERRANCE L HARPER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TERRANCE L HARPER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TERRANCE L HARPER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TERRANCE L HARPER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THERESA A HARRIS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THERESA A HARRIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.13 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] THERESA A HARRIS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHNNY A HASAN , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHNNY A HASAN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOHNNY A HASAN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: CLARENCE M HAYMES

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLARENCE M HAYMES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLARENCE M HAYMES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.81 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLARENCE M HAYMES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAISY HAYWOOD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAISY HAYWOOD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.05 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DAISY HAYWOOD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN L HENDERSON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN L HENDERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.77 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOHN L HENDERSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAY HOLLISTER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAY HOLLISTER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$28.56 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] RAY HOLLISTER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: DERRICK A HOLLOWAY

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DERRICK A HOLLOWAY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DERRICK A HOLLOWAY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DERRICK A HOLLOWAY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DENICE M HOLMES, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DENICE M HOLMES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DENICE M HOLMES



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SYLIA B HOOD , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SYLIA B HOOD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SYLIA B HOOD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BONEIK M HOPES , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BONEIK M HOPES, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.98 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BONEIK M HOPES



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: CAROLYN G HOWARD

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN G HOWARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN G HOWARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.27 per hour for 3.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROLYN G HOWARD



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: IE'SHIA HUNTER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and IE'SHIA HUNTER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ IE'SHIA HUNTER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] IE'SHIA HUNTER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: MICHAEL LEE JACKSON

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHAEL LEE JACKSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHAEL LEE JACKSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MICHAEL LEE JACKSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LYNDA G JENKINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LYNDA G JENKINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/21/2016 through 06/01/2017.

COMPENSATION: Total compensation under this contract is \$21.21 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LYNDA G JENKINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RONALD E JOHNSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RONALD E JOHNSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RONALD E JOHNSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WINNIE M JOHNSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WINNIE M JOHNSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WINNIE M JOHNSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAY A JOHNSTON , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAY A JOHNSTON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RAY A JOHNSTON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF
ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **IMADED DIN KHATIB** , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **IMADED DIN KHATIB**, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$15.07** per hour for **6.25** hours per day to be paid in **26** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted Signature]
IMADED DIN KHATIB



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YOUNG JUN KIM, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YOUNG JUN KIM, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.37 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

YOUNG JUN KIM



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TINA L KING, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TINA L KING, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TINA L KING



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: DERRILL LEE KNIGHTEN

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DERRILL LEE KNIGHTEN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DERRILL LEE KNIGHTEN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DERRILL LEE KNIGHTEN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: GLENDA ANN LEONARD

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GLENDA ANN LEONARD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GLENDA ANN LEONARD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.75 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GLENDA ANN LEONARD



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GREGORY L LINDSEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GREGORY L LINDSEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17.11 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GREGORY L LINDSEY



BY: [Redacted Signature]
Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: MELODY LOVE

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELODY LOVE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELODY LOVE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.01 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MELODY LOVE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES E LUCAS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES E LUCAS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.47 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMES E LUCAS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA ROSE MANN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA ROSE MANN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19.48 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PAMELA ROSE MANN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TWANA D MARSHALL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TWANA D MARSHALL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17.79 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TWANA D MARSHALL



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLARENCE MARTIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLARENCE MARTIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLARENCE MARTIN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTIAN MEEKS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTIAN MEEKS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTIAN MEEKS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and J W MOORE , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ J W MOORE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.05 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
J W MOORE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: MARY J MOORE

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY J MOORE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY J MOORE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.13 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MARY J MOORE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELONY J MOORE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELONY J MOORE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELONY J MOORE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHIRLEY D MOORE-STEWART, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHIRLEY D MOORE-STEWART, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.47 per hour for 5.25 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHIRLEY D MOORE-STEWART



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICKEY D MOSLEY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICKEY D MOSLEY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RICKEY D MOSLEY



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DANNY F NICHOLS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DANNY F NICHOLS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$25.93 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DANNY F NICHOLS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: NA'TASHA R ONICK

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NA'TASHA R ONICK, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NA'TASHA R ONICK, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

NA'TASHA R ONICK



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEE PARKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEE PARKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ASHLEE PARKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: BRODERICK J PARKER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRODERICK J PARKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRODERICK J PARKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 2.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BRODERICK J PARKER



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TEDDY R PATTERSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TEDDY R PATTERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TEDDY R PATTERSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATESSIA V PERRY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATESSIA V PERRY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.77 per hour for 6.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATESSIA V PERRY



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TANGILA L PORTER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TANGILA L PORTER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TANGILA L PORTER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DARRYL D RADZIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DARRYL D RADZIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.37 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DARRYL D RADZIN



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FREDERICK L RANDLE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FREDERICK L RANDLE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
FREDERICK L RANDLE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SAMUEL L REED, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SAMUEL L REED, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.71 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SAMUEL L REED



BY: [Redacted Signature]
Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LUTHER B RODGERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LUTHER B RODGERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.09 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LUTHER B RODGERS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: NINA S RODGERS

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NINA S RODGERS , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NINA S RODGERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

NINA S RODGERS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAKITA RODGERS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAKITA RODGERS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PAKITA RODGERS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRI'YANA C RUMPH , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRI'YANA C RUMPH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.71 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRI'YANA C RUMPH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: DANIELLE L SCARBROUGH

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DANIELLE L SCARBROUGH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DANIELLE L SCARBROUGH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.75 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DANIELLE L SCARBROUGH



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and APRIL A SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ APRIL A SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$11.83 per hour for 5.5 hours per day to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

APRIL A SMITH



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLEVELAND SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLEVELAND SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.01 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLEVELAND SMITH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and REGINALD SMITH, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ REGINALD SMITH, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.01 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
REGINALD SMITH



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAREN SPRINGS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAREN SPRINGS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/21/2016 through 06/01/2017.

COMPENSATION: Total compensation under this contract is \$16.35 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAREN SPRINGS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIDGET D STENNIS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIDGET D STENNIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRIDGET D STENNIS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROSLYN D STEWART, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROSLYN D STEWART, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18.13 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROSLYN D STEWART



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: DELORES M TATE

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DELORES M TATE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DELORES M TATE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.50 per hour for 5.5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DELORES M TATE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN M TATE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN M TATE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.98 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOHN M TATE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VIVIAN L THOMPSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VIVIAN L THOMPSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.37 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VIVIAN L THOMPSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBORAH D TROTTER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBORAH D TROTTER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.41 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBORAH D TROTTER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIE TROY TUCKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIE TROY TUCKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$29.67 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WILLIE TROY TUCKER



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MASHA C VALUE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MASHA C VALUE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 6 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MASHA C VALUE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA M VINSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA M VINSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA M VINSON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: CANDACE WALKER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CANDACE WALKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CANDACE WALKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CANDACE WALKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBORAH WALKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBORAH WALKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.50 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBORAH WALKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MERVIN JOE WALKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MERVIN JOE WALKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.39 per hour for 5.25 hours per day to be paid in 26 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MERVIN JOE WALKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: RICHARD L WALKER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICHARD L WALKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICHARD L WALKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RICHARD L WALKER



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLES G WHITEHEAD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLES G WHITEHEAD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.05 per hour for 5 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHARLES G WHITEHEAD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: SHIRLEY M WHITEHEAD

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHIRLEY M WHITEHEAD, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHIRLEY M WHITEHEAD, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.14 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHIRLEY M WHITEHEAD



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ARLENE A WILLIAMS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ARLENE A WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.05 per hour for 7 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ARLENE A WILLIAMS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF
ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TOMEKIA M WILLIAMS** , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TOMEKIA M WILLIAMS**, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$15.07** per hour for **5.25** hours per day to be paid in **26** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted Signature]
TOMEKIA M WILLIAMS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: KIMBERLY D WILSON

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY D WILSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY D WILSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$12.35 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KIMBERLY D WILSON



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: BENTRON J PARKER

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BENTRON J PARKER, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BENTRON J PARKER, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$11.04 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BENTRON J PARKER



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALBERT DOBBINS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALBERT DOBBINS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 8 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ALBERT DOBBINS



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

NAME: WESLEY STEPHEN BILON

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WESLEY STEPHEN BILON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WESLEY STEPHEN BILON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.05 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
WESLEY STEPHEN BILON



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBBIE JO BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBBIE JO BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBBIE JO BROWN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GREGORY L FUDGE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GREGORY L FUDGE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.73 per hour for 4 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GREGORY L FUDGE



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER BROCK MOORE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER BROCK MOORE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.39 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTOPHER BROCK MOORE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATTRICE ROBERTS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATTRICE ROBERTS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$11.81 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PATTRICE ROBERTS



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: PHYLLIS G VERDELL

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PHYLLIS G VERDELL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PHYLLIS G VERDELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19.48 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PHYLLIS G VERDELL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PHILLENTHIA A BEVERLY, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PHILLENTHIA A BEVERLY, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16.43 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PHILLENTHIA A BEVERLY



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EUGENE DOGGETT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EUGENE DOGGETT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$10.27 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EUGENE DOGGETT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAUL D SCOTT, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAUL D SCOTT, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PAUL D SCOTT



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ARTHUR L COTTRELL, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ARTHUR L COTTRELL, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ARTHUR L COTTRELL



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CANDY R FARRIS, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CANDY R FARRIS, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.75 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CANDY R FARRIS



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DARYL L FIMPLE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DARYL L FIMPLE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DARYL L FIMPLE



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANN C MCKAIG , "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANN C MCKAIG, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$9.24 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ANN C MCKAIG



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: DAVID M MCPHERSON

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAVID M MCPHERSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAVID M MCPHERSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DAVID M MCPHERSON



BY: [Redacted Signature]

Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

Board Secretary

NAME: BRENDA L MELVIN

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 07

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENDA L MELVIN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENDA L MELVIN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8.73 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRENDA L MELVIN



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN W RICE, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN W RICE, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOHN W RICE



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

NAME: RANDY H SANDEFUR

Salary Schedule Code: 5TR

Salary Schedule Title: TRANSPORTATION

RANGE 01

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDY H SANDEFUR, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDY H SANDEFUR, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$14.73 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RANDY H SANDEFUR



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSEPH BRETT CLAWSON, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSEPH BRETT CLAWSON, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$13.37 per hour for 2 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOSEPH BRETT CLAWSON



BY: [Redacted Signature] Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] Board Secretary

STATE OF ARKANSAS

HOURLY CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JEFFERY D BROWN, "EMPLOYEE," agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JEFFERY D BROWN, EMPLOYEE, as provided herein:

SERVICE: The EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15.07 per hour for 3 hours per day to be paid in 26 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund to the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract. The EMPLOYEE agrees that all job assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by the EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JEFFERY D BROWN



BY: [Redacted Signature]
Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
Board Secretary

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH ANNE BRADFORD** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH ANNE BRADFORD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$37,905.51** to be paid in **24** installments.

Includes additional duty:

C4-2 8% PSP \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ELIZABETH ANNE BRADFORD



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH A CARROLL** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH A CARROLL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$38,847.72** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ELIZABETH A CARROLL



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RHONDA M COLQUITT** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RHONDA M COLQUITT** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$41,621.91** to be paid in **24** installments.

Includes additional duty:
C4-3 10% PSP \$2,949.32

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

RHONDA M COLQUITT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DENISE F DRENNAN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DENISE F DRENNAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$147,220.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

DENISE F DRENNAN



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATHRYN D HALE** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATHRYN D HALE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$79,991.85** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

KATHRYN D HALE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMBER L JACKSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMBER L JACKSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$37,240.57** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

AMBER L JACKSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GWENDOLYN D JACKSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GWENDOLYN D JACKSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$43,295.00** to be paid in **24** installments.

Includes additional duty:

C4-2 10% \$2,840.12

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

GWENDOLYN D JACKSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TAMARA D LARRY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TAMARA D LARRY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$59,503.49** to be paid in **24** installments.

Includes additional duty:
P1-1 - 252 - 8% \$3,496.96

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

TAMARA D LARRY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DANETTE G LAWSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DANETTE G LAWSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$40,884.27** to be paid in **24** installments.

Includes additional duty:

C4-2 10% \$2,840.12

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

DANETTE G LAWSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RITA C LOVENSTEIN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RITA C LOVENSTEIN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$43,669.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

RITA C LOVENSTEIN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROBINETTE MCCARROLL** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROBINETTE MCCARROLL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$36,437.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ROBINETTE MCCARROLL



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHERRI PETTIT** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHERRI PETTIT** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$46,182.93** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

SHERRI PETTIT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BOBBIE J RIGGINS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BOBBIE J RIGGINS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$58,738.61 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BOBBIE J RIGGINS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TINA L SMITH** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TINA L SMITH** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$34,026.27** to be paid in **22** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

TINA L SMITH



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **REBECCA J STALNAKER** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **REBECCA J STALNAKER** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$39,651.30** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

REBECCA J STALNAKER



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SONYA D STRICKLAND** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SONYA D STRICKLAND** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$41,688.97** to be paid in **21** installments.

Includes additional duty:

C4-2 8% PSP \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

SONYA D STRICKLAND



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DONALD R WILLIAMS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DONALD R WILLIAMS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$38,709.09** to be paid in **24** installments.

Includes additional duty:

C4-2 8% \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

DONALD R WILLIAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TONYA L WILLIAMS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TONYA L WILLIAMS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$46,182.93** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

TONYA L WILLIAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICIA D WONN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICIA D WONN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$40,454.88** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

PATRICIA D WONN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROBERT D DONALDSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROBERT D DONALDSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$77,076.26** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ROBERT D DONALDSON



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DOLLY A SMITH** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DOLLY A SMITH** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$47,548.42** to be paid in **24** installments.

Includes additional duty:

C4-2 8% \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

DOLLY A SMITH



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MALYNDA C SARTIN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MALYNDA C SARTIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$45,276.33 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

MALYNDA C SARTIN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JACQUELYN R BONNETTE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JACQUELYN R BONNETTE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$38,765.96 to be paid in 24 installments.

Includes additional duty: C4-1 8% PSP \$2,184.73

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JACQUELYN R BONNETTE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMHRA R MORRIS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMHRA R MORRIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$36,377.70 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TAMHRA R MORRIS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BO R ADAMS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BO R ADAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$31,075.71 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BO R ADAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIA A BRYANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIA A BRYANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$34,691.21 to be paid in 24 installments.

Includes additional duty: C4-2 8% \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TIA A BRYANT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAURA B JENNINGS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAURA B JENNINGS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$87,583.26 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LAURA B JENNINGS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBERT F WATKINS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBERT F WATKINS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$33,333.96 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ROBERT F WATKINS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA Y ROSE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA Y ROSE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$32,419.12 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ANITA Y ROSE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MONICA M ANDERSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MONICA M ANDERSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$33,367.65 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MONICA M ANDERSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEILA A ARNOLD , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEILA A ARNOLD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$40,892.77 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SHEILA A ARNOLD



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA M JACKSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA M JACKSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$42,640.44 to be paid in 24 installments.

Includes additional duty: C2-2 8% \$1,747.67

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PAMELA M JACKSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORI E REIMER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORI E REIMER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$39,651.30 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LORI E REIMER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PETREVIA A BOARDMAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PETREVIA A BOARDMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$44,902.15 to be paid in 24 installments.

Includes additional duty: C4-2 10% \$2,840.12

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PETREVIA A BOARDMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JONATHAN DANIEL COLLIER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JONATHAN DANIEL COLLIER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$34,691.21 to be paid in 24 installments.

Includes additional duty: C4-2 8% \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JONATHAN DANIEL COLLIER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JERRY A DOWDY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JERRY A DOWDY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$77,776.26 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JERRY A DOWDY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIAN R DRAUSE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIAN R DRAUSE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$53,954.06 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BRIAN R DRAUSE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIAM ROBERT GLOVER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIAM ROBERT GLOVER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$66,399.35 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

WILLIAM ROBERT GLOVER



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES D MAHER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES D MAHER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$61,328.37 to be paid in 24 installments.

Includes additional duty: 5P2-01 252 8% \$3,818.51

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JAMES D MAHER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRISTOFER G PHIPPS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRISTOFER G PHIPPS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$55,171.40 to be paid in 24 installments.

Includes additional duty: 5P2-01 252 10% \$4,773.14

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KRISTOFER G PHIPPS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GARY LYNN STILES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GARY LYNN STILES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$53,954.06 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GARY LYNN STILES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLES A UTLEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLES A UTLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$60,439.41 to be paid in 24 installments.

Includes additional duty: 5P2-01 252 8% \$3,818.51

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CHARLES A UTLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TASHUNDA WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TASHUNDA WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$66,222.79 to be paid in 24 installments.

Includes additional duty: 5P2-04 252 10% \$5,131.30

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TASHUNDA WILLIAMS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GEORGE A ANDERSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GEORGE A ANDERSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$56,620.90 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

GEORGE A ANDERSON



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY D COLLIE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY D COLLIE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$57,186.86 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KIMBERLY D COLLIE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER N ESTES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER N ESTES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$41,923.39 to be paid in 24 installments.

Includes additional duty: C4-2 8% PSP \$2,272.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JENNIFER N ESTES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARGARET J HAMPTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARGARET J HAMPTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$28,100.07 to be paid in 1 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

MARGARET J HAMPTON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HARREL D HATCH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HARREL D HATCH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 261 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$66,879.68 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

HARREL D HATCH



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LONNIE GENE HAWK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LONNIE GENE HAWK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$133,169.78 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LONNIE GENE HAWK



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HEATHER L RHODES-NEWBURN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HEATHER L RHODES-NEWBURN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$65,415.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

HEATHER L RHODES-NEWBURN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RHONDA C SOULE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RHONDA C SOULE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/27/2017.

COMPENSATION: Total compensation under this contract is \$32,942.19 to be paid in 24 installments.

Includes additional duty:
C3-1 8% PSP \$1,933.44

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

RHONDA C SOULE



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNIFER R SKAGGS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNIFER R SKAGGS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **207** days, from **07/19/2016** through **06/06/2017**.

COMPENSATION: Total compensation under this contract is **\$24,995.32** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

JENNIFER R SKAGGS



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LEAH K JAMES** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LEAH K JAMES** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **207** days, from **07/19/2016** through **06/06/2017**.

COMPENSATION: Total compensation under this contract is **\$25,585.64** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

LEAH K JAMES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHY M HALLENBECK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHY M HALLENBECK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$26,175.96 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KATHY M HALLENBECK



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANET L RODGERS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANET L RODGERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$34,928.83 to be paid in 24 installments.

Includes additional duty: C2-1 8% PSP \$1,669.04

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JANET L RODGERS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARYN S WOMACK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARYN S WOMACK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$31,488.83 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CARYN S WOMACK



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANET L RUBLE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANET L RUBLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$29,025.63 to be paid in 24 installments.

Includes additional duty: C2-1 8% PSP \$1,669.04

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JANET L RUBLE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROL MONK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROL MONK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$33,259.79 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CAROL MONK



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JO ANN JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JO ANN JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/27/2017.

COMPENSATION: Total compensation under this contract is \$33,626.26 to be paid in 24 installments.

Includes additional duty: C3-1 8% PSP \$1,933.44

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JO ANN JONES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLENE CUMMINGS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLENE CUMMINGS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$33,259.79 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CHARLENE CUMMINGS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JACQUELYN D ARMSTRONG , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JACQUELYN D ARMSTRONG , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$29,615.96 to be paid in 24 installments.

Includes additional duty: C2-1 8% PSP \$1,669.04

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JACQUELYN D ARMSTRONG



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA M ZAKRZEWSKI , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA M ZAKRZEWSKI , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$28,435.32 to be paid in 24 installments.

Includes additional duty:
C2-1 8% \$1,669.04

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ANGELA M ZAKRZEWSKI



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANA K MEEKS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANA K MEEKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/25/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$30,499.82 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JANA K MEEKS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMY M PHILLIPS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMY M PHILLIPS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/25/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$32,354.22 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TAMMY M PHILLIPS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA A GRAY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA A GRAY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,409.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LISA A GRAY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA B HARPER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA B HARPER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$32,354.22 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LINDA B HARPER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICK A LINDSEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICK A LINDSEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,881.73 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PATRICK A LINDSEY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAULA K URTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAULA K URTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$27,409.14 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

PAULA K URTON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TANYA WHITLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TANYA WHITLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/11/2016 through 06/23/2017.

COMPENSATION: Total compensation under this contract is \$30,193.64 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TANYA WHITLEY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARMA L HESS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARMA L HESS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/19/2016 through 06/06/2017.

COMPENSATION: Total compensation under this contract is \$33,259.79 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CARMA L HESS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAWNRE A NOONER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAWNRE A NOONER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/25/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$29,156.81 to be paid in 24 installments.

Includes additional duty: C2-2 8% \$1,747.67

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

DAWNRE A NOONER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA D STUCKEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA D STUCKEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/08/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$54,118.75 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

AMANDA D STUCKEY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA G WISE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA G WISE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/26/2017.

COMPENSATION: Total compensation under this contract is \$36,357.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LINDA G WISE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JULIE ELIZABETH DRAKE** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JULIE ELIZABETH DRAKE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,916.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

JULIE ELIZABETH DRAKE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LISA A TERRY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LISA A TERRY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$26,508.06** to be paid in **24** installments.

Includes additional duty:

C1-1 8% \$1,313.90

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

LISA A TERRY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN L VEASLEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN L VEASLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$29,522.13 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JOHN L VEASLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LASHUNDA K ADAMS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LASHUNDA K ADAMS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$22,931.69** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

LASHUNDA K ADAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MANUEL L JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MANUEL L JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MANUEL L JONES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMY R KNOWLES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMY R KNOWLES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$23,379.84 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TAMMY R KNOWLES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GALE V MCBRIDE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GALE V MCBRIDE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,276.14 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GALE V MCBRIDE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA J MONTGOMERY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA J MONTGOMERY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$42,457.63 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

MELISSA J MONTGOMERY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BENTRON J PARKER** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BENTRON J PARKER** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$22,931.69** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

BENTRON J PARKER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BRITTANY L PRIVETT** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BRITTANY L PRIVETT** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$18,622.67** to be paid in **24** installments.

Includes additional duty:
PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

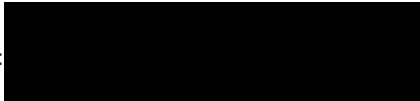
OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 

BRITTANY L PRIVETT



BY: 

School Board President



Address



Phone

BY: 

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAVID D SMITH , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAVID D SMITH , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAVID D SMITH



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHONDA R STAFFORD** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHONDA R STAFFORD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$18,703.74** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

SHONDA R STAFFORD



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ETHELRENE STEVERSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ETHELRENE STEVERSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ETHELRENE STEVERSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA J WATSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA J WATSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PAMELA J WATSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ERNETTA F WHITTINGTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ERNETTA F WHITTINGTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ERNETTA F WHITTINGTON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LORANDA R ADAMS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LORANDA R ADAMS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$23,379.84** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

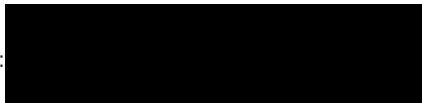
OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 

LORANDA R ADAMS



BY: 

School Board President



Address



Phone

BY: 

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATIE E ANDERSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATIE E ANDERSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$17,776.54** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

KATIE E ANDERSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JAMESETTA BALLARD** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JAMESETTA BALLARD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **178** days, from **08/15/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,630.36** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

JAMESETTA BALLARD



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DENISE D BEDWELL** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DENISE D BEDWELL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$23,379.84** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

DENISE D BEDWELL



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ALBERT L DOBBINS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ALBERT L DOBBINS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$24,724.28** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ALBERT L DOBBINS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RAYMONA L ELLISON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RAYMONA L ELLISON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$20,690.95** to be paid in **23** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

RAYMONA L ELLISON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NOEL GARLING** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NOEL GARLING** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$17,695.47** to be paid in **24** installments.

Includes additional duty:

PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

NOEL GARLING



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHARON D HALL** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHARON D HALL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$18,450.21** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

SHARON D HALL



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MELISSA M HANLON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MELISSA M HANLON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$21,139.10** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

MELISSA M HANLON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LATISHA HARSHAW** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LATISHA HARSHAW** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$22,931.69** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

LATISHA HARSHAW



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CARLEAN HOLMES** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CARLEAN HOLMES** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$19,346.51** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

CARLEAN HOLMES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TOMEKA MOORE** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TOMEKA MOORE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$22,483.54** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

TOMEKA MOORE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARLA K MORRISSEY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARLA K MORRISSEY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **193** days, from **08/08/2016** through **05/30/2017**.

COMPENSATION: Total compensation under this contract is **\$43,353.93** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

MARLA K MORRISSEY



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KRISTEN Y VALLEY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KRISTEN Y VALLEY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$21,587.25** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

KRISTEN Y VALLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **VICTORIA L WINFREY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **VICTORIA L WINFREY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$18,898.36** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

VICTORIA L WINFREY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NATALIA P WOODS** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NATALIA P WOODS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$18,898.36** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

NATALIA P WOODS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOAN E WORTHEN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOAN E WORTHEN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **193** days, from **08/08/2016** through **05/30/2017**.

COMPENSATION: Total compensation under this contract is **\$42,457.63** to be paid in **24** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

JOAN E WORTHEN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEILA ALLISON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEILA ALLISON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,423.86 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SHEILA ALLISON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDY W AMBERG , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDY W AMBERG , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,086.27 to be paid in 24 installments.

Includes additional duty:

PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BRANDY W AMBERG



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA J BOURQUIN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA J BOURQUIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,724.28 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PAMELA J BOURQUIN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRYAN C CLINKSCALE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRYAN C CLINKSCALE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,587.25 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BRYAN C CLINKSCALE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KELSEY S COULTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KELSEY S COULTER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$50,433.33 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KELSEY S COULTER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GLENDA N COX, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GLENDA N COX, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GLENDA N COX



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANE P HALEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANE P HALEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JANE P HALEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICIA Y HENDERSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICIA Y HENDERSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PATRICIA Y HENDERSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CECILEE M PAMPLIN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CECILEE M PAMPLIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CECILEE M PAMPLIN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSICA N RAMSEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSICA N RAMSEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,703.74 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JESSICA N RAMSEY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LANCE P SCOTT , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LANCE P SCOTT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,035.40 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LANCE P SCOTT



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIAM P SINGLETON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIAM P SINGLETON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

WILLIAM P SINGLETON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LYNNE R UNDERWOOD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LYNNE R UNDERWOOD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LYNNE R UNDERWOOD



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **FELECIA A BUTLER-BEAN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **FELECIA A BUTLER-BEAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$23,379.84** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

FELECIA A BUTLER-BEAN



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAYE E COLEMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAYE E COLEMAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KAYE E COLEMAN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **YOLANDA FAYE GILBERT** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **YOLANDA FAYE GILBERT** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$21,587.25** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

YOLANDA FAYE GILBERT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHY L HARRIS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHY L HARRIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KATHY L HARRIS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TORSHA R HARRIS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TORSHA R HARRIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$34,735.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TORSHA R HARRIS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STEPHANIE R JOHNSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEPHANIE R JOHNSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$22,331.48** to be paid in **24** installments.

Includes additional duty:

PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

STEPHANIE R JOHNSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH J LACINA** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH J LACINA** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$24,724.28** to be paid in **24** installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ELIZABETH J LACINA



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EUNIQUE D PICKENS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EUNIQUE D PICKENS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

EUNIQUE D PICKENS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GEORGE E RAY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GEORGE E RAY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,724.28 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GEORGE E RAY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EVEON L RIVERS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EVEON L RIVERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

EVEON L RIVERS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHY A TREADWAY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHY A TREADWAY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,558.14 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KATHY A TREADWAY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STEPHANIE N TURNER** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEPHANIE N TURNER** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$17,553.92** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

STEPHANIE N TURNER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KELETTA M WOFFORD** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KELETTA M WOFFORD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$4,071.71** to be paid in **24** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

KELETTA M WOFFORD



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONNA S BROOKS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONNA S BROOKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

DONNA S BROOKS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIANNI CLARK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIANNI CLARK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,450.21 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BRIANNI CLARK



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARILYN A COLCLOUGH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARILYN A COLCLOUGH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARILYN A COLCLOUGH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSICA A GILLSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSICA A GILLSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,622.67 to be paid in 24 installments.

Includes additional duty:
PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JESSICA A GILLSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROSHUNDA D HICKS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROSHUNDA D HICKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,794.66 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ROSHUNDA D HICKS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TANYA M HOUSER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TANYA M HOUSER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,620.58 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TANYA M HOUSER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER E HUGHES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER E HUGHES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$40,665.04 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JENNIFER E HUGHES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONIA N JOHNSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONIA N JOHNSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TONIA N JOHNSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MAISHA N JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MAISHA N JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,035.40 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MAISHA N JONES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAURA L LANCASTER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAURA L LANCASTER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,187.01 to be paid in 24 installments.

Includes additional duty: C1-1 8% PSP \$1,310.86

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LAURA L LANCASTER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and IVAN R LEE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ IVAN R LEE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

IVAN R LEE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LUBERTA MATHIS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LUBERTA MATHIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LUBERTA MATHIS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBRA G PURDOM , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBRA G PURDOM , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,690.95 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBRA G PURDOM



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RITA S SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RITA S SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,620.58 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RITA S SMITH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONNA R STARRETT , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONNA R STARRETT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,724.28 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DONNA R STARRETT



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JACQUELINE W SUMLER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JACQUELINE W SUMLER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JACQUELINE W SUMLER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORI WALLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORI WALLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LORI WALLER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANDREA J HAIN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANDREA J HAIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ANDREA J HAIN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY C HANAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY C HANAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$69,601.85 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ASHLEY C HANAN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SONYA Y JACOBS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SONYA Y JACOBS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SONYA Y JACOBS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY P JOHNSTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY P JOHNSTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$46,939.11 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KIMBERLY P JOHNSTON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMELIA J MCBRYDE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMELIA J MCBRYDE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

AMELIA J MCBRYDE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YVONNE ORTIZ MORALES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YVONNE ORTIZ MORALES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,703.74 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

YVONNE ORTIZ MORALES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHELLE D SHEPPARD , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHELLE D SHEPPARD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MICHELLE D SHEPPARD



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FREIDA L WOMACK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FREIDA L WOMACK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,431.09 to be paid in 24 installments.

Includes additional duty:
PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

FREIDA L WOMACK



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YVETTE S ALLEN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YVETTE S ALLEN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

YVETTE S ALLEN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHERINE A BAKER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHERINE A BAKER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KATHERINE A BAKER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA M COLEMAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA M COLEMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$23,379.84 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ANITA M COLEMAN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ADRIENNE T DURHAM , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ADRIENNE T DURHAM , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ADRIENNE T DURHAM



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDRA GANT-WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDRA GANT-WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,620.58 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SANDRA GANT-WILLIAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AR'JILLIAN D GILMER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AR'JILLIAN D GILMER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

AR'JILLIAN D GILMER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LARA A HUMPHRIES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LARA A HUMPHRIES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **PT/OT CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$66,219.17 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LARA A HUMPHRIES



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GAIL P JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GAIL P JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,867.88 to be paid in 24 installments.

Includes additional duty:
PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GAIL P JONES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DREWANN MURRAY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DREWANN MURRAY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,690.95 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DREWANN MURRAY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONYA L POOLE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONYA L POOLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,941.80 to be paid in 24 installments.

Includes additional duty: C1-1 8% PSP \$1,310.86

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TONYA L POOLE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA M SMITH , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA M SMITH , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,794.66 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LINDA M SMITH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIFFANY A SPARKS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIFFANY A SPARKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$38,872.45 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TIFFANY A SPARKS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHILANDA K YANCY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHILANDA K YANCY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CHILANDA K YANCY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHELLE BOYD , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHELLE BOYD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MICHELLE BOYD



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY D CONLEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY D CONLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KIMBERLY D CONLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIFFANY R COTTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIFFANY R COTTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TIFFANY R COTTON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHASINA L CRISWELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHASINA L CRISWELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$29,264.48 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHASINA L CRISWELL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JASMYNE S DORTCH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JASMYNE S DORTCH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JASMYNE S DORTCH



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YOLANDA L FERNANDEZ , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YOLANDA L FERNANDEZ , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,587.25 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

YOLANDA L FERNANDEZ



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KEISHA F HARRIS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KEISHA F HARRIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$8,512.46 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KEISHA F HARRIS



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICAROL L HINTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICAROL L HINTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RICAROL L HINTON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBRA KAY HOLMES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBRA KAY HOLMES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,724.28 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DEBRA KAY HOLMES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALTHIER JACKSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALTHIER JACKSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ALTHIER JACKSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DORNESHIA R MILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DORNESHIA R MILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DORNESHIA R MILLER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MATTIE B MILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MATTIE B MILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MATTIE B MILLER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VIRGINIA S MITCHELL , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VIRGINIA S MITCHELL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 180 days, from 08/12/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,859.15 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

VIRGINIA S MITCHELL



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHASITY S MOORE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHASITY S MOORE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CHASITY S MOORE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY M PETTUS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY M PETTUS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,587.25 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KIMBERLY M PETTUS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and QUINZELLA PRUNTY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ QUINZELLA PRUNTY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

QUINZELLA PRUNTY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMIE R RICE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMIE R RICE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

TAMMIE R RICE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY E SHUFFIELD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY E SHUFFIELD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,435.26 to be paid in 24 installments.

Includes additional duty: C1-1 8% \$1,313.90

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARY E SHUFFIELD



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FELICIA L TAYLOR , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FELICIA L TAYLOR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,620.58 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

FELICIA L TAYLOR



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHRAEL L TRAMBLE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHRAEL L TRAMBLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ASHRAEL L TRAMBLE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA L WILLIAMS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA L WILLIAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,450.21 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ANITA L WILLIAMS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER R WOOTEN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER R WOOTEN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JENNIFER R WOOTEN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CATRINA D WRIGHT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CATRINA D WRIGHT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CATRINA D WRIGHT



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EDITH C ADAMS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EDITH C ADAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

EDITH C ADAMS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HAZEL L BLACK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HAZEL L BLACK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,431.09 to be paid in 24 installments.

Includes additional duty:
PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

HAZEL L BLACK



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DENISHA L COTTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DENISHA L COTTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,690.95 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DENISHA L COTTON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RHONDA G DAHLBERG , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RHONDA G DAHLBERG , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RHONDA G DAHLBERG



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY D FAIRCHILD , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY D FAIRCHILD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ASHLEY D FAIRCHILD



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHARON R FRAZIER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHARON R FRAZIER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SHARON R FRAZIER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and C. RENEE GRAY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ C. RENEE GRAY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

C. RENEE GRAY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANN C HAYNIE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANN C HAYNIE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ANN C HAYNIE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MONICA L KEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MONICA L KEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,320.16 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

MONICA L KEY



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAREN L KING , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAREN L KING , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,432.13 to be paid in 24 installments.

Includes additional duty:
PP-3 8% \$1,310.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KAREN L KING



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and REGINA K MEEKS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ REGINA K MEEKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,690.95 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

REGINA K MEEKS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SALLY JO PRYOR , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SALLY JO PRYOR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SALLY JO PRYOR



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARLA D RILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARLA D RILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CARLA D RILLER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SARAH C ROGERS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SARAH C ROGERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$40,665.04 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SARAH C ROGERS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JULIE SOBKOVIK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JULIE SOBKOVIK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JULIE SOBKOVIK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBERT A TOOMBS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBERT A TOOMBS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$34,735.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROBERT A TOOMBS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FREDDIE ALLEN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FREDDIE ALLEN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,703.88 to be paid in 24 installments.

Includes additional duty: S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
FREDDIE ALLEN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDALL L BRADLEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDALL L BRADLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,710.30 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

RANDALL L BRADLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA K CLEMONS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA K CLEMONS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,167.34 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ANGELA K CLEMONS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BONITTA C DICKSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BONITTA C DICKSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,450.21 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BONITTA C DICKSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA R DODSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA R DODSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ANGELA R DODSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YOLANDA GIBSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YOLANDA GIBSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,411.19 to be paid in 24 installments.

Includes additional duty:
PP-4 8% \$1,485.58

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

YOLANDA GIBSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EUGENE D GRAY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EUGENE D GRAY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,710.30 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

EUGENE D GRAY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONYA S GREEN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONYA S GREEN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$40,665.04 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TONYA S GREEN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY C HILL** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY C HILL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **193** days, from **08/08/2016** through **05/30/2017**.

COMPENSATION: Total compensation under this contract is **\$43,353.93** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

MARY C HILL



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEPHANIE L HONORABLE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEPHANIE L HONORABLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

STEPHANIE L HONORABLE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GLENN PAUL JOYNER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GLENN PAUL JOYNER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GLENN PAUL JOYNER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VALERIE KEENER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VALERIE KEENER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

VALERIE KEENER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SIMARCUS D LARRY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SIMARCUS D LARRY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SIMARCUS D LARRY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIANNA MCKINNEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIANNA MCKINNEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16,179.14 to be paid in 24 installments.

Includes additional duty:
S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BRIANNA MCKINNEY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENNETH R MCMAHAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENNETH R MCMAHAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,472.66 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KENNETH R MCMAHAN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSIE H MILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSIE H MILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,450.21 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JESSIE H MILLER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMMA J PURIFOY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMMA J PURIFOY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,620.58 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

EMMA J PURIFOY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and FREDERICK L RANDLE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ FREDERICK L RANDLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,136.10 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

FREDERICK L RANDLE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STACY B REED , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STACY B REED , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,483.54 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

STACY B REED



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATTRICE M ROBERTS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATTRICE M ROBERTS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

PATTRICE M ROBERTS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and IVANDRICKS J STUMON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ IVANDRICKS J STUMON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

IVANDRICKS J STUMON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALFRED L WATKINS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALFRED L WATKINS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$30,284.50 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ALFRED L WATKINS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHAYLA WILSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHAYLA WILSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,240.14 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SHAYLA WILSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAURA A WINTERS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAURA A WINTERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LAURA A WINTERS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THOMAS WOMACK III , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THOMAS WOMACK III , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$28,759.76 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

THOMAS WOMACK III



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALICIA L YARBROUGH , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALICIA L YARBROUGH , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

ALICIA L YARBROUGH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA D BAILEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA D BAILEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LINDA D BAILEY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PHILLENTHIA A BEVERLY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PHILLENTHIA A BEVERLY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PHILLENTHIA A BEVERLY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMANUEL S BROOKS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMANUEL S BROOKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15,838.68 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

EMANUEL S BROOKS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDY D BROWN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDY D BROWN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$23,827.99 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RANDY D BROWN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA C BUCK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA C BUCK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,587.25 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LINDA C BUCK



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN C COLCLOUGH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN C COLCLOUGH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,450.21 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CAROLYN C COLCLOUGH



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BERNADETTE CONLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BERNADETTE CONLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,276.14 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BERNADETTE CONLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTA RENEE' DANIELS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTA RENEE' DANIELS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CHRISTA RENEE' DANIELS



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EUGENE DOGGETT , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EUGENE DOGGETT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

EUGENE DOGGETT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES M EDWARDS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES M EDWARDS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JAMES M EDWARDS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KERRY L FERRELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KERRY L FERRELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,450.21 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KERRY L FERRELL



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LARRY B FLUELLEN** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LARRY B FLUELLEN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$17,105.77** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

LARRY B FLUELLEN



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CECIL R GIBSON** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CECIL R GIBSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$25,698.79** to be paid in **24** installments.

Includes additional duty:
PP-1-TOP \$449.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

CECIL R GIBSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANISE J GIBSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANISE J GIBSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JANISE J GIBSON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JATINA J GIBSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JATINA J GIBSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,258.70 to be paid in 24 installments.

Includes additional duty:
PP-4 8% \$1,485.58

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JATINA J GIBSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAVID GOBER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAVID GOBER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,553.92 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DAVID GOBER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN D HARPER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN D HARPER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,068.73 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CAROLYN D HARPER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HERMAN E JOHNSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HERMAN E JOHNSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

HERMAN E JOHNSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and YOLANDA F ROBINSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ YOLANDA F ROBINSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

YOLANDA F ROBINSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMARA M ROGERS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMARA M ROGERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,876.15 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TAMARA M ROGERS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAUL D SCOTT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAUL D SCOTT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PAUL D SCOTT



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GERALD P SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GERALD P SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,587.25 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GERALD P SMITH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMIKA SPAIGHT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMIKA SPAIGHT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TAMIKA SPAIGHT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EDMOND C TURNER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EDMOND C TURNER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EDMOND C TURNER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY E WILLIAMS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY E WILLIAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,724.28 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ASHLEY E WILLIAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLYN J BROWN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLYN J BROWN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,472.66 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CAROLYN J BROWN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER R BROWN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER R BROWN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16,561.90 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CHRISTOPHER R BROWN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER D BRYANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER D BRYANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,086.63 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTOPHER D BRYANT



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DANA D BUIE** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DANA D BUIE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$26,516.88** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

DANA D BUIE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSICA CHANDLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSICA CHANDLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,898.36 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JESSICA CHANDLER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HEIDI R CHERRY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HEIDI R CHERRY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$23,207.87 to be paid in 24 installments.

Includes additional duty:
PP-4 8% \$1,485.58

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

HEIDI R CHERRY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIAN C CHRISTIAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIAN C CHRISTIAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

BRIAN C CHRISTIAN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TONY B COOKSEY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TONY B COOKSEY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$20,373.73** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

TONY B COOKSEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DIANA L DANIELS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DIANA L DANIELS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,936.61 to be paid in 24 installments.

Includes additional duty:
PP-4 8% \$1,485.58

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DIANA L DANIELS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CANDY R FARRIS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CANDY R FARRIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,035.40 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CANDY R FARRIS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MAPLE GARY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MAPLE GARY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16,561.90 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MAPLE GARY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICK GEANS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICK GEANS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$16,179.14 to be paid in 24 installments.

Includes additional duty: S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

PATRICK GEANS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LUIS GONZALEZ , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LUIS GONZALEZ , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$30,284.50 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LUIS GONZALEZ



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY G HAYDON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY G HAYDON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$27,411.19 to be paid in 24 installments.

Includes additional duty:
PP-4 8% \$1,485.58

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KIMBERLY G HAYDON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SARA J HILLMAN-CARPENTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SARA J HILLMAN-CARPENTER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,035.40 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SARA J HILLMAN-CARPENTER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONY KELLEY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONY KELLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,660.83 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TONY KELLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JANICE C KUCALA** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JANICE C KUCALA** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,161.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

JANICE C KUCALA



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STELLA M LARRY , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STELLA M LARRY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,931.69 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

STELLA M LARRY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TANJA L LAYTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TANJA L LAYTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15,037.16 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TANJA L LAYTON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY L MALLETT , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY L MALLETT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,872.01 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ASHLEY L MALLETT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANN C MCKAIG** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANN C MCKAIG** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **185** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$26,516.88** to be paid in **24** installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

ANN C MCKAIG



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CATHY E MIDKIFF , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CATHY E MIDKIFF , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,587.25 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CATHY E MIDKIFF



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLAUDIA G MORAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLAUDIA G MORAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **PT/OT CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CLAUDIA G MORAN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROOSEVELT NOISE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROOSEVELT NOISE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,690.95 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROOSEVELT NOISE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNY L O'BANNON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNY L O'BANNON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$51,420.59 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JENNY L O'BANNON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and REBECCA A RENK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ REBECCA A RENK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,139.10 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

REBECCA A RENK



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LEANNE D RHODES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LEANNE D RHODES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$45,146.52 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LEANNE D RHODES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEANN L ROACH , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEANN L ROACH , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

DEANN L ROACH



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RODERICK ROMES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RODERICK ROMES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,703.88 to be paid in 24 installments.

Includes additional duty: S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RODERICK ROMES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SAMANTHA A SALAAM, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SAMANTHA A SALAAM, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,021.75 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SAMANTHA A SALAAM



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JORDAN F SANDEFUR , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JORDAN F SANDEFUR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$15,037.16 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JORDAN F SANDEFUR



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SAMMY L SWAYZE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SAMMY L SWAYZE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,228.61 to be paid in 24 installments.

Includes additional duty: S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SAMMY L SWAYZE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GALVIN L WAITS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GALVIN L WAITS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$23,423.20 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

GALVIN L WAITS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAKESHA A WATSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAKESHA A WATSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,849.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LAKESHA A WATSON



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JULIA WILKINS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JULIA WILKINS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,724.28 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JULIA WILKINS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONALD R WILLIAMS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONALD R WILLIAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,278.08 to be paid in 24 installments.

Includes additional duty:
S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DONALD R WILLIAMS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHARON JANISE WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHARON JANISE WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$24,947.93 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SHARON JANISE WILLIAMS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EVA A WILSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EVA A WILSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

EVA A WILSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GLENDA L ROWE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GLENDA L ROWE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,121.36 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GLENDA L ROWE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CEDRIC D BLACK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CEDRIC D BLACK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$21,020.71 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CEDRIC D BLACK



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBORAH KAYE CHILDRESS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBORAH KAYE CHILDRESS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 193 days, from 08/08/2016 through 05/30/2017.

COMPENSATION: Total compensation under this contract is \$44,250.22 to be paid in 15 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBORAH KAYE CHILDRESS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAN E COLLINS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAN E COLLINS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JAN E COLLINS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTIE COMPTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTIE COMPTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

CHRISTIE COMPTON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALICIA M DELANEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALICIA M DELANEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,703.74 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

ALICIA M DELANEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHERRIE C DODSON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHERRIE C DODSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,346.51 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SHERRIE C DODSON



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GREGORY L FUDGE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GREGORY L FUDGE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GREGORY L FUDGE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF
ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF
PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RHONDA F GILBERT , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RHONDA F GILBERT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **CLASSIFIED EMPLOYEE CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$26,516.88 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

RHONDA F GILBERT



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA C GILES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA C GILES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$25,065.24 to be paid in 24 installments.

Includes additional duty:
PP-2 8% \$1,284.56

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LINDA C GILES



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WANDA J GREEN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WANDA J GREEN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$19,794.66 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

WANDA J GREEN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KELICIA SCOTT , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KELICIA SCOTT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$20,242.80 to be paid in 24 installments.

Includes additional duty: PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

KELICIA SCOTT



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARGARET D SMITH , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARGARET D SMITH , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$23,827.99 to be paid in 24 installments.

Includes additional duty:
PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARGARET D SMITH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DOROTHY S WALKER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DOROTHY S WALKER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$18,002.06 to be paid in 24 installments.

Includes additional duty:

PP-1 8% \$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DOROTHY S WALKER



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN M GILL , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN M GILL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,703.88 to be paid in 24 installments.

Includes additional duty:
S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOHN M GILL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NADINE JENNINGS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NADINE JENNINGS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$17,324.26 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

NADINE JENNINGS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LATESHA K WHITE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LATESHA K WHITE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: CLASSIFIED EMPLOYEE CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 185 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$22,278.08 to be paid in 24 installments.

Includes additional duty:
S2 8% CAM SUP \$1,141.98

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

LATESHA K WHITE



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RENETTA HINKLE** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RENETTA HINKLE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

RENETTA HINKLE



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED CLASSIFIED EMPLOYEE CONTRACT

**COUNTY OF
PULASKI**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JANE A TILLERY** , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JANE A TILLERY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY:

[Redacted Signature]

JANE A TILLERY



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRYAN C CLINKSCALE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRYAN C CLINKSCALE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BRYAN C CLINKSCALE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHANDA R COLEMAN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHANDA R COLEMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SHANDA R COLEMAN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KYLA A COTTON , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KYLA A COTTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KYLA A COTTON



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA DOCKINS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA DOCKINS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

AMANDA DOCKINS



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMILY S ELLIOTT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMILY S ELLIOTT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

EMILY S ELLIOTT



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHY M HALLENBECK , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHY M HALLENBECK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KATHY M HALLENBECK



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA S JONES , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA S JONES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

BARBARA S JONES



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMY L LEKER , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMY L LEKER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TAMMY L LEKER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

[Redacted Address]

Address

[Redacted Phone]

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and APRIL D MCKINLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ APRIL D MCKINLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

APRIL D MCKINLEY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAITLYN A MORGAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAITLYN A MORGAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

KAITLYN A MORGAN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CASEY A MURRAY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CASEY A MURRAY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CASEY A MURRAY



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA NEASE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA NEASE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

MELISSA NEASE



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEVEN OROBONA , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEVEN OROBONA , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

STEVEN OROBONA



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CECILEE M PAMPLIN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CECILEE M PAMPLIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CECILEE M PAMPLIN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY K SIMMONS , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY K SIMMONS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

MARY K SIMMONS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORI SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORI SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 178 days, from 08/15/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LORI SMITH



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and THEODOROS N ATHANASIOU , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ THEODOROS N ATHANASIOU , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

THEODOROS N ATHANASIOU



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAWSON M DULIN , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAWSON M DULIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

LAWSON M DULIN



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHERMAINE NICOLE EASTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHERMAINE NICOLE EASTER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

SHERMAINE NICOLE EASTER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSHUA COLE PALMER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSHUA COLE PALMER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

JOSHUA COLE PALMER



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CONNOR G RATLIFF, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CONNOR G RATLIFF, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

CONNOR G RATLIFF



BY:

[Redacted Signature]

School Board President

BY:

[Redacted Signature]

School Board Vice President

Address

Phone

STATE OF ARKANSAS

SALARIED CLASSIFIED EMPLOYEE CONTRACT

COUNTY OF PULASKI

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TODD H TOUCHSTONE , "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TODD H TOUCHSTONE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is to be paid in installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract office will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY:

[Redacted Signature]

TODD H TOUCHSTONE



BY:

[Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY:

[Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BRIAN K BROWN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BRIAN K BROWN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$104,168.77** to be paid in **24** installments.

Includes additional duty:

DIR 27% 252 \$22,146.12

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

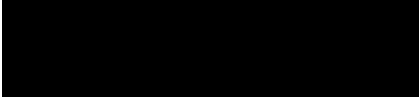
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

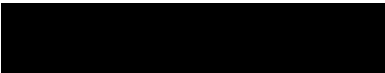
OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BRIAN K BROWN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROSIE A COLEMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROSIE A COLEMAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$101,285.13** to be paid in **24** installments.

Includes additional duty:

ADM DIR 33% 252 \$25,130.90

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

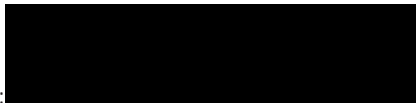
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

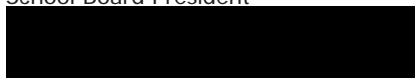
BY: 
ROSIE A COLEMAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KRISTIE A RATLIFF**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KRISTIE A RATLIFF**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$105,097.70** to be paid in **24** installments.

Includes additional duty:

ADM DIR 33% 252 \$26,076.87

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

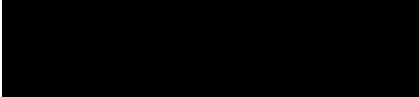
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KRISTIE A RATLIFF



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KELLY E RODGERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KELLY E RODGERS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **SUPERINTENDENT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$185,000.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KELLY E RODGERS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KARLI D SARACINI**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KARLI D SARACINI**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$110,725.08** to be paid in **24** installments.

Includes additional duty:

ADM DIR 33% 252 \$27,968.83

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

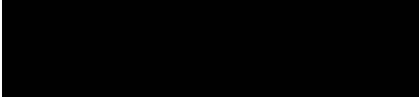
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KARLI D SARACINI



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH J STEWART**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH J STEWART**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows:

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$143,486.48** to be paid in **24** installments.

Includes additional duty:
\$1,267.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELIZABETH J STEWART



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MICHEAL A STONE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MICHEAL A STONE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$114,719.07** to be paid in **24** installments.

Includes additional duty:
ADM DIR 33% 252 \$28,464.13

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

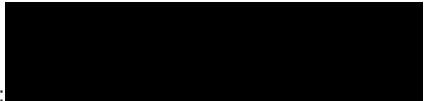
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MICHEAL A STONE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHRISTIE D TOLAND**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHRISTIE D TOLAND**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$97,402.78** to be paid in **24** installments.

Includes additional duty:

DIR 27% 252 \$20,707.68

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

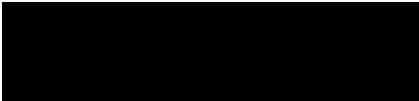
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CHRISTIE D TOLAND



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GARY LEE DAVIS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GARY LEE DAVIS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$103,997.04 to be paid in 24 installments.

Includes additional duty:

DIR 27% 252 \$22,109.61

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

GARY LEE DAVIS



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DANA LEE TACKETT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DANA LEE TACKETT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$100,356.45 to be paid in 24 installments.

Includes additional duty:

DIR 27% 252 \$21,335.62

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DANA LEE TACKETT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARSHA L SATTERFIELD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARSHA L SATTERFIELD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$107,637.63 to be paid in 24 installments.

Includes additional duty:

DIR 27% 252 \$22,883.59

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARSHA L SATTERFIELD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLES L JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLES L JONES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$103,997.04 to be paid in 24 installments.

Includes additional duty:
DIR 27% 252 \$22,109.61

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
CHARLES L JONES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANITA J BELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANITA J BELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$86,254.94** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 
ANITA J BELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROLINE FAULKNER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROLINE FAULKNER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$91,547.34 to be paid in 24 installments.

Includes additional duty:
20% 252 DAY \$15,257.89

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROLINE FAULKNER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DARYL L FIMPLE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DARYL L FIMPLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 240 days, from 07/05/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$78,997.09 to be paid in 24 installments.

Includes additional duty:
HD BB 10-12 \$10,500.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DARYL L FIMPLE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICKEY E JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICKEY E JONES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$98,264.92 to be paid in 24 installments.

Includes additional duty:
20% 252 DAY \$16,377.49

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RICKEY E JONES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LESLIE L JOSHUA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LESLIE L JOSHUA, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 240 days, from 07/05/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$81,727.18 to be paid in 24 installments.

Includes additional duty:
HD VB 10-12 \$10,500.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LESLIE L JOSHUA



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES G MITCHELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES G MITCHELL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 240 days, from 07/05/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$78,997.09 to be paid in 24 installments.

Includes additional duty:
HD FB 10-12 \$10,500.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
JAMES G MITCHELL



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICHARD JOSEPH MOORE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICHARD JOSEPH MOORE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: JROTC

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$85,545.08 to be paid in 24 installments.

- Includes additional duty:
HD ROTC INSTR \$5,120.00
MOORE ADDTL \$933.84

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RICHARD JOSEPH MOORE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN W RICE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN W RICE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 240 days, from 07/05/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$83,027.84 to be paid in 24 installments.

Includes additional duty:
HD BB 10-12 \$10,500.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOHN W RICE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PHILIP RANDY RUTHERFORD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PHILIP RANDY RUTHERFORD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$109,543.77 to be paid in 24 installments.

Includes additional duty:

DIR 27% 252 \$23,288.83

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PHILIP RANDY RUTHERFORD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY C TAYLOR**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY C TAYLOR**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **252** days, from **07/01/2016** through **06/30/2017**.

COMPENSATION: Total compensation under this contract is **\$84,754.03** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
MARY C TAYLOR



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WINSTON B TURNER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WINSTON B TURNER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$98,757.25 to be paid in 24 installments.

Includes additional duty:	
16% ADMIN	\$12,184.68
TURNER OVER	\$10,418.34

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] WINSTON B TURNER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER E BROWN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER E BROWN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 252 days, from 07/01/2016 through 06/30/2017.

COMPENSATION: Total compensation under this contract is \$106,006.29 to be paid in 24 installments.

Includes additional duty: ADM DIR 33% 252 \$26,616.80

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JENNIFER E BROWN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANGELA M COLCLASURE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANGELA M COLCLASURE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$83,912.60** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$13,985.43

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANGELA M COLCLASURE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BONNIE DALE CURLIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BONNIE DALE CURLIN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$86,956.66** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$14,492.78

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

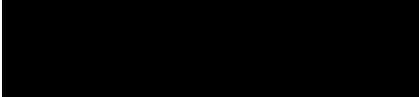
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BONNIE DALE CURLIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RAYMOND J GIRDLER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RAYMOND J GIRDLER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$71,410.26** to be paid in **24** installments.

Includes additional duty:

20% 207 DAY \$11,568.38

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted Signature]
RAYMOND J GIRDLER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TIFFANY HENDERSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TIFFANY HENDERSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$78,398.83** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$13,066.47

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TIFFANY HENDERSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CARRIE J MANNING**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CARRIE J MANNING**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$83,912.60** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$13,985.43

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CARRIE J MANNING



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SALLY ROBISON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SALLY ROBISON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$93,188.36** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$15,531.39

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

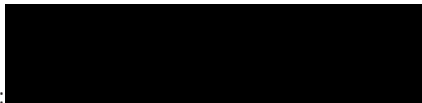
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SALLY ROBISON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HILLARY SHEEHAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HILLARY SHEEHAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **207** days, from **07/28/2016** through **06/08/2017**.

COMPENSATION: Total compensation under this contract is **\$40,007.82** to be paid in **24** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

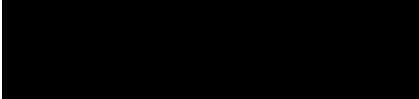
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
HILLARY SHEEHAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARIA TOUCHSTONE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARIA TOUCHSTONE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$80,868.54** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$13,478.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

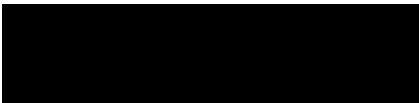
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARIA TOUCHSTONE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSEPH S BROWN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSEPH S BROWN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$67,476.38 to be paid in 24 installments.

Includes additional duty:
14% ADMIN \$8,286.57

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOSEPH S BROWN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALLEN E PENNINGTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALLEN E PENNINGTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$72,021.78 to be paid in 24 installments.

Includes additional duty:
19% 220 DAY \$11,499.28

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ALLEN E PENNINGTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ABIGAIL MADELINE STONE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ABIGAIL MADELINE STONE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **220** days, from **07/18/2016** through **06/19/2017**.

COMPENSATION: Total compensation under this contract is **\$78,258.89** to be paid in **24** installments.

Includes additional duty:
19% 220 DAY \$12,495.12

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ABIGAIL MADELINE STONE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SCOT TYLER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SCOT TYLER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **207** days, from **07/28/2016** through **06/08/2017**.

COMPENSATION: Total compensation under this contract is **\$79,366.10** to be paid in **24** installments.

Includes additional duty:

14% ADMIN \$9,746.71

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SCOT TYLER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA S MELTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA S MELTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$82,093.86 to be paid in 24 installments.

Includes additional duty:

19% 220 DAY \$13,107.42

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA S MELTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORI A SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORI A SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$84,093.86 to be paid in 24 installments.

Includes additional duty:

NATL TCH CERT \$2,000.00

19% 220 DAY \$13,107.42

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LORI A SMITH



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAROL T THORNTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAROL T THORNTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$85,071.95 to be paid in 24 installments.

Includes additional duty:
19% 220 DAY \$13,582.92

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CAROL T THORNTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHANDA R COLEMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHANDA R COLEMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$79,537.21 to be paid in 24 installments.

Includes additional duty:
19% 220 DAY \$12,699.22

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SHANDA R COLEMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TREMAYNE WHITE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TREMAYNE WHITE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$56,346.38 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$6,919.73

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TREMAYNE WHITE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SARA G LOGAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SARA G LOGAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$89,609.31 to be paid in 24 installments.

Includes additional duty:

19% 220 DAY \$14,307.37

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

SARA G LOGAN



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GRETCHEN MCCOY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GRETCHEN MCCOY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 205 days, from 07/25/2016 through 06/12/2017.

COMPENSATION: Total compensation under this contract is \$66,724.78 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GRETCHEN MCCOY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAREN A POUNDERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAREN A POUNDERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$89,609.31 to be paid in 24 installments.

Includes additional duty:

19% 220 DAY \$14,307.37

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAREN A POUNDERS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and APRIL D MCKINLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ APRIL D MCKINLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$74,859.38 to be paid in 24 installments.

Includes additional duty:

19% 220 DAY \$11,952.34

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
APRIL D MCKINLEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDY A RODGERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDY A RODGERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$57,245.40 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$7,030.14

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRANDY A RODGERS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER J SIERRA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER J SIERRA, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$77,837.46 to be paid in 24 installments.

Includes additional duty:

19% 220 DAY \$12,427.83

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTOPHER J SIERRA



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JODY L EDRINGTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JODY L EDRINGTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/20/2017.

COMPENSATION: Total compensation under this contract is \$91,594.52 to be paid in 24 installments.

Includes additional duty:

SPEC 20% 223 \$15,265.75

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JODY L EDRINGTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ZONDRIA R CAMPBELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ZONDRIA R CAMPBELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$61,335.26 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$7,532.40

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ZONDRIA R CAMPBELL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEVEN A OROBONA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEVEN A OROBONA , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$66,197.51 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$8,129.52

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] STEVEN A OROBONA



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY A STARR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY A STARR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$88,190.50 to be paid in 24 installments.

Includes additional duty:

19% 220 DAY \$14,080.84

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KIMBERLY A STARR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALICIA M BAILEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALICIA M BAILEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$56,046.49 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ALICIA M BAILEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMILY R BARNETT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMILY R BARNETT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,171.75 to be paid in 24 installments.

Includes additional duty:

MS CHEER \$1,540.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EMILY R BARNETT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA M BELTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA M BELTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$61,402.10 to be paid in 24 installments.

Includes additional duty:	
HD VB 7-8	\$1,565.00
ASST BB 7-8	\$1,565.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PAMELA M BELTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WESLEY BILON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WESLEY BILON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,267.16 to be paid in 24 installments.

Includes additional duty:

HD BB 9	\$2,500.00
ASST TR 9	\$1,250.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
WESLEY BILON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDON BROCKINTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDON BROCKINTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,488.78 to be paid in 24 installments.

Includes additional duty:

BAND DIR 9-10 \$3,750.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRANDON BROCKINTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBBIE JO BROWN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBBIE JO BROWN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,668.14 to be paid in 24 installments.

Includes additional duty:

HD TR 9	\$1,875.00
HD CC M 10-12	\$940.00
HD CC F 10-12	\$940.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBBIE JO BROWN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHAEL J CLARK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHAEL J CLARK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/20/2017.

COMPENSATION: Total compensation under this contract is \$75,447.39 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$9,265.47

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MICHAEL J CLARK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NATHAN L CLAYBORN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NATHAN L CLAYBORN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,142.60 to be paid in 24 installments.

Includes additional duty:

ASST BB 10-12	\$4,690.00
ASST TR 10-12	\$1,875.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
NATHAN L CLAYBORN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PERRY I COHEN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PERRY I COHEN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$73,997.37 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$9,087.40

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PERRY I COHEN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIMOTHY L EADY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIMOTHY L EADY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,090.29 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TIMOTHY L EADY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SUSAN K EVANS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SUSAN K EVANS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **195** days, from **08/03/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,631.75** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SUSAN K EVANS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAPHNE GALLOT-KNIGHTEN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAPHNE GALLOT-KNIGHTEN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$76,681.74 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$9,417.06

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAPHNE GALLOT-KNIGHTEN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDY N GREENING, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDY N GREENING , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,782.08 to be paid in 24 installments.

Includes additional duty:

MS CHEER \$1,540.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRANDY N GREENING



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICHARD L HAMILTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICHARD L HAMILTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,936.62 to be paid in 24 installments.

Includes additional duty:

HD FB 7-8	\$2,190.00
ASST BB 7-8	\$1,565.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RICHARD L HAMILTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DOLLIE ANN JACKSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DOLLIE ANN JACKSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$65,329.79 to be paid in 24 installments.

Includes additional duty:

- ASST BB 10-12 \$4,690.00
ASST TR 10-12 \$1,875.00
DEPT CH 3-5 TCH \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DOLLIE ANN JACKSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GREGORY JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GREGORY JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/20/2017.

COMPENSATION: Total compensation under this contract is \$82,881.64 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$10,178.45

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GREGORY JONES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATHI J KITE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATHI J KITE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **195** days, from **08/03/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,928.87** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
KATHI J KITE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORI BETH MADAR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORI BETH MADAR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$49,336.03 to be paid in 24 installments.

Includes additional duty:

MS BAND DIR 7-8 \$3,050.00

DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LORI BETH MADAR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER BROCK MOORE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER BROCK MOORE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,534.84 to be paid in 24 installments.

Includes additional duty:

HD BSB 10-12 \$3,125.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTOPHER BROCK MOORE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARKITA L MYERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARKITA L MYERS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,493.78 to be paid in 24 installments.

Includes additional duty:

HD BB 7-8	\$2,190.00
HD TR 7-8	\$1,565.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARKITA L MYERS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTIAN A OLBERTS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTIAN A OLBERTS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,784.90 to be paid in 24 installments.

Includes additional duty:

ASST FB 7-8	\$1,565.00
ASST BB 7-8	\$1,565.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTIAN A OLBERTS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PERRY L PARR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PERRY L PARR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$71,101.46 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$8,757.74

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PERRY L PARR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHRYN PEARCE PEACOCK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHRYN PEARCE PEACOCK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$59,523.02 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATHRYN PEARCE PEACOCK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SUZANNE J PEARSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SUZANNE J PEARSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,286.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SUZANNE J PEARSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CINDY A QUARRY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CINDY A QUARRY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/20/2017.

COMPENSATION: Total compensation under this contract is \$78,328.78 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CINDY A QUARRY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY RICHISON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY RICHISON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,946.42 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ASHLEY RICHISON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICK ALAN RIES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICK ALAN RIES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,226.55 to be paid in 24 installments.

Includes additional duty:

HD BB 7-8	\$2,190.00
HD TR 7-8	\$1,565.00
ASST FB 7-8	\$1,565.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PATRICK ALAN RIES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMBER JOY RUNSICK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMBER JOY RUNSICK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$74,377.23 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$9,134.05

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
AMBER JOY RUNSICK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA S SELA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA S SELA , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,988.73 to be paid in 24 installments.

- Includes additional duty: CHEER 11-12 \$3,595.00 NATL TCH CERT \$2,000.00 DEPT CH 6-8 TCH \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] MELISSA S SELA



BY: [Redacted] School Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRYSTAL E SELDERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRYSTAL E SELDERS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$42,868.78 to be paid in 24 installments.

Includes additional duty:

HD VB 7-8	\$1,565.00
ASST BB 7-8	\$1,565.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KRYSTAL E SELDERS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAWN M STANE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAWN M STANE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,872.10 to be paid in 24 installments.

Includes additional duty:

PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAWN M STANE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANTHONY L STOVER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANTHONY L STOVER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,288.20 to be paid in 24 installments.

Includes additional duty:

HD BB 7-8	\$2,190.00
ASST TR 7-8	\$940.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANTHONY L STOVER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GEORGE R TAYLOR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GEORGE R TAYLOR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$82,177.09 to be paid in 24 installments.

Includes additional duty:
14% ADMIN \$10,091.92

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GEORGE R TAYLOR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTINA S TENNISON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTINA S TENNISON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$53,814.93 to be paid in 24 installments.

Includes additional duty:

HD BB 7-8	\$2,190.00
ASST TR 7-8	\$940.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHRISTINA S TENNISON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRYAN K THOMAS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRYAN K THOMAS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$64,197.07 to be paid in 24 installments.

Includes additional duty: MS BAND DIR 7-8 \$3,050.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRYAN K THOMAS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA D WOODS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA D WOODS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$61,138.14 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CYNTHIA D WOODS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MATTHEW T BINFORD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MATTHEW T BINFORD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$78,027.03 to be paid in 24 installments.

Includes additional duty:

16% ADMIN \$10,762.35

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MATTHEW T BINFORD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BEVERLY GLASS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BEVERLY GLASS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **207** days, from **07/28/2016** through **06/08/2017**.

COMPENSATION: Total compensation under this contract is **\$62,888.48** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
BEVERLY GLASS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOE ANN HARRIS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOE ANN HARRIS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 212 days, from 07/21/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$72,563.68 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOE ANN HARRIS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA A JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA A JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$68,456.30 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BARBARA A JONES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENDRICK R MOORE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENDRICK R MOORE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,149.60 to be paid in 24 installments.

Includes additional duty:

DEPT CH 6-8 TCH \$900.00

MS BAND DIR 7-8 \$3,050.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KENDRICK R MOORE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA G WALLS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA G WALLS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,574.05 to be paid in 24 installments.

- Includes additional duty: SPIRIT GRP11-12 \$3,080.00 DEPT CH 6-8 TCH \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] MELISSA G WALLS



BY: [Redacted] School Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDI RENEE BAKER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDI RENEE BAKER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,742.81 to be paid in 24 installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRANDI RENEE BAKER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAQUELL L BARTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAQUELL L BARTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$61,570.61 to be paid in 24 installments.

Includes additional duty:

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] RAQUELL L BARTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and WILLIAM A BEVERLY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ WILLIAM A BEVERLY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 217 days, from 07/11/2016 through 06/12/2017.

COMPENSATION: Total compensation under this contract is \$67,842.97 to be paid in 24 installments.

- Includes additional duty: ASST ROTC INSTR \$3,730.00 BEVERLY ADDTL \$2,180.19

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] WILLIAM A BEVERLY



BY: [Redacted] School Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHIRLEY MAE BILLINGS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHIRLEY MAE BILLINGS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,928.87 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SHIRLEY MAE BILLINGS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANDREW Q BRECKENRIDGE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANDREW Q BRECKENRIDGE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,893.78 to be paid in 24 installments.

Includes additional duty:

SPIRIT GP 9-10 \$2,155.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANDREW Q BRECKENRIDGE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JEFFERY D BROWN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JEFFERY D BROWN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$64,189.86 to be paid in 24 installments.

Includes additional duty:

ASST BB 9	\$1,875.00
HD TR 9	\$1,875.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JEFFERY D BROWN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIFFANY N BRYANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIFFANY N BRYANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$49,480.96 to be paid in 24 installments.

Includes additional duty:

SPIRIT GP 9-10 \$2,155.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TIFFANY N BRYANT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTINA BETH BUCHANAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTINA BETH BUCHANAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,304.23 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTINA BETH BUCHANAN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENDA SUE BUTLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENDA SUE BUTLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$67,864.68 to be paid in 24 installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRENDA SUE BUTLER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JONATHAN D CALVIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JONATHAN D CALVIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$68,254.86 to be paid in 24 installments.

Includes additional duty:

ASST FB 10-12	\$4,690.00
HD TR 10-12	\$3,125.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JONATHAN D CALVIN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA L CHANDLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA L CHANDLER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,625.67 to be paid in 24 installments.

Includes additional duty:

IB PGM \$915.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELA L CHANDLER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSEPH BRETT CLAWSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSEPH BRETT CLAWSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,387.67 to be paid in 24 installments.

Includes additional duty:

ASST FB 10-12	\$4,690.00
ASST TR 10-12	\$1,875.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOSEPH BRETT CLAWSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ARTHUR L COTTRELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ARTHUR L COTTRELL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 217 days, from 07/11/2016 through 06/12/2017.

COMPENSATION: Total compensation under this contract is \$69,793.89 to be paid in 24 installments.

- Includes additional duty: ASST ROTC INSTR \$3,730.00 COTTRELL ADDTL \$1,779.09

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ARTHUR L COTTRELL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHARON L DAVIS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHARON L DAVIS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 212 days, from 07/21/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$71,301.01 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHARON L DAVIS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAREN DERRICK-COLEMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAREN DERRICK-COLEMAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$80,758.49 to be paid in 24 installments.

Includes additional duty:

16% ADMIN \$11,139.10

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAREN DERRICK-COLEMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA J DOUGLAS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA J DOUGLAS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$59,033.50 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELISSA J DOUGLAS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHANDRIA L GORDON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHANDRIA L GORDON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,594.86 to be paid in 24 installments.

Includes additional duty:

SPIRIT GP 9-10 \$2,155.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHANDRIA L GORDON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA HAMPTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA HAMPTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$62,555.26 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA HAMPTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMBER D HODGES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMBER D HODGES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$78,027.03 to be paid in 24 installments.

Includes additional duty:

16% ADMIN \$10,762.35

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
AMBER D HODGES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBORAH J HORTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBORAH J HORTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$69,619.38 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBORAH J HORTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JASON HOULE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JASON HOULE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,973.20 to be paid in 24 installments.

Includes additional duty:
ASST FB 10-12 \$4,690.00
HD SB \$3,125.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
JASON HOULE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ELIZABETH A JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ELIZABETH A JONES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,653.88 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ELIZABETH A JONES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTY M KLUCHER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTY M KLUCHER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,913.14 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHRISTY M KLUCHER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GWEN E LEGER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GWEN E LEGER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **200** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$65,590.03** to be paid in **24** installments.

Includes additional duty:
PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
GWEN E LEGER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KENDRA L LEIRER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KENDRA L LEIRER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$62,644.84 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KENDRA L LEIRER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOYCE A LOFTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOYCE A LOFTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/20/2017.

COMPENSATION: Total compensation under this contract is \$91,738.13 to be paid in 24 installments.

Includes additional duty:

SPEC 20% 223 \$15,289.69

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JOYCE A LOFTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BECKY L MATTHEWS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BECKY L MATTHEWS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,080.91 to be paid in 24 installments.

Includes additional duty:

ASST VB 10-12	\$1,875.00
HD TR 10-12	\$3,125.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BECKY L MATTHEWS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARY L MCCURRY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARY L MCCURRY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,497.02 to be paid in 24 installments.

Includes additional duty:
HD FB 9 \$2,500.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
CARY L MCCURRY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAVID M MCPHERSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAVID M MCPHERSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 227 days, from 07/18/2016 through 06/26/2017.

COMPENSATION: Total compensation under this contract is \$73,763.69 to be paid in 24 installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

DAVID M MCPHERSON



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VINCENT L NEWTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VINCENT L NEWTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,488.78 to be paid in 24 installments.

Includes additional duty:

ASST FB 9	\$1,875.00
ASST BB 9	\$1,875.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VINCENT L NEWTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JANET L PERKINS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JANET L PERKINS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,802.10 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JANET L PERKINS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BLAKE A PIZAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BLAKE A PIZAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,015.96 to be paid in 24 installments.

Includes additional duty:
ASST FB 10-12 \$4,690.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BLAKE A PIZAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLES E POPE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLES E POPE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 217 days, from 07/11/2016 through 06/12/2017.

COMPENSATION: Total compensation under this contract is \$68,994.25 to be paid in 24 installments.

Includes additional duty:

ASST ROTC INSTR \$3,730.00

POPE ADD \$3,331.47

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHARLES E POPE



BY: [Redacted Signature]
School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAMARIS K PURTLE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAMARIS K PURTLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$71,647.50 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DAMARIS K PURTLE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLINT A REED, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLINT A REED , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,626.57 to be paid in 24 installments.

Includes additional duty:
ASST FB 10-12 \$4,690.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLINT A REED



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BROUKE REYNOLDS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BROUKE REYNOLDS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$67,243.19 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BROUKE REYNOLDS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHRYN S ROGERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHRYN S ROGERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,653.88 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KATHRYN S ROGERS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MADDISON W RONCKETTO, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MADDISON W RONCKETTO , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$44,279.90 to be paid in 24 installments.

Includes additional duty:

Table with 2 columns: Duty Type, Amount. Rows: HD VB 9 (\$1,875.00), ASST BB 9 (\$1,875.00), ASST SB (\$1,875.00)

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MADDISON W RONCKETTO



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RANDY H SANDEFUR**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RANDY H SANDEFUR** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **200** days, from **07/27/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$66,029.86** to be paid in **24** installments.

- Includes additional duty:
- ASST FB 10-12 \$4,690.00
- DEPT CH 6-8 TCH \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 
RANDY H SANDEFUR



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALVARO SELA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALVARO SELA, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,995.37 to be paid in 24 installments.

Includes additional duty:
TV \$6,250.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
ALVARO SELA



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JACOB SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JACOB SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$62,797.84 to be paid in 24 installments.

Includes additional duty:

16% ADMIN \$8,661.77

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

JACOB SMITH



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY MICHELLE SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY MICHELLE SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,663.14 to be paid in 24 installments.

Includes additional duty: BAND DIR 9-10 \$3,750.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MARY MICHELLE SMITH



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHN L STANDLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHN L STANDLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$61,770.91 to be paid in 24 installments.

Includes additional duty: ASST FB 10-12 \$4,690.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOHN L STANDLEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RUSSELL A STUMPENHAUS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RUSSELL A STUMPENHAUS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,686.57 to be paid in 24 installments.

Includes additional duty:

HD BB 9	\$2,500.00
ASST TR 9	\$1,250.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RUSSELL A STUMPENHAUS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMILY TAYLOR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMILY TAYLOR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$44,133.87 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
EMILY TAYLOR



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TERRI L VALENTINE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TERRI L VALENTINE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$61,280.91 to be paid in 24 installments.

- Includes additional duty:
- SPEECH-DRAMA \$3,000.00
- DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
TERRI L VALENTINE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KARLA R WHISNANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KARLA R WHISNANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$72,564.10 to be paid in 24 installments.

Includes additional duty:

16% ADMIN \$10,008.84

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KARLA R WHISNANT



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MONICA LAFAYE WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MONICA LAFAYE WILLIAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 195 days, from 08/03/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,352.08 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MONICA LAFAYE WILLIAMS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDY D WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDY D WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$78,027.03 to be paid in 24 installments.

Includes additional duty:

16% ADMIN \$10,762.35

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SANDY D WILLIAMS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDON ALEXANDER WILSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDON ALEXANDER WILSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 200 days, from 07/27/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,639.31 to be paid in 24 installments.

Includes additional duty:

BAND DIR 11-12 \$6,250.00

JAZZ BAND 11-12 \$1,565.00

BAND DIR 9-10 \$3,750.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRANDON ALEXANDER WILSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MATTHEW D HOW, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MATTHEW D HOW , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/18/2016 through 06/19/2017.

COMPENSATION: Total compensation under this contract is \$80,815.54 to be paid in 24 installments.

Includes additional duty:
19% 220 DAY \$12,903.32

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MATTHEW D HOW



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DARRICK L WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DARRICK L WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$71,439.62 to be paid in 24 installments.

Includes additional duty:

14% ADMIN \$8,773.29

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DARRICK L WILLIAMS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LEANN O ALEXANDER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LEANN O ALEXANDER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$83,543.27 to be paid in 24 installments.

Includes additional duty:

20% 207 DAY \$13,923.88

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LEANN O ALEXANDER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **VALENCIA M ESSEL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **VALENCIA M ESSEL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **ADMINISTRATOR CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **223** days, from **07/18/2016** through **06/20/2017**.

COMPENSATION: Total compensation under this contract is **\$65,203.13** to be paid in **24** installments.

Includes additional duty:

SPEC 20% 223 \$10,867.19

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

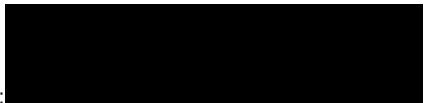
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

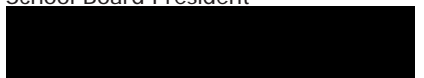
BY: 
VALENCIA M ESSEL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHARON L HACKBART, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHARON L HACKBART, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 207 days, from 07/28/2016 through 06/08/2017.

COMPENSATION: Total compensation under this contract is \$77,891.96 to be paid in 24 installments.

Includes additional duty:

20% 207 DAY \$12,981.99

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SHARON L HACKBART



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEVEN C CANADY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEVEN C CANADY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: ADMINISTRATOR CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 223 days, from 07/18/2016 through 06/20/2017.

COMPENSATION: Total compensation under this contract is \$77,824.49 to be paid in 24 installments.

Includes additional duty:

SPEC 20% 223 \$12,970.75

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]

STEVEN C CANADY



BY: [Redacted Signature]

School Board President

[Redacted Address]

Address

[Redacted Phone]

Phone

BY: [Redacted Signature]

School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RUBA A AL-SERHAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RUBA A AL-SERHAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,676.09** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RUBA A AL-SERHAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STEFANIE N ARNOLD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEFANIE N ARNOLD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,657.53** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
STEFANIE N ARNOLD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH A BREWSTER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH A BREWSTER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,660.94** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELIZABETH A BREWSTER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TIFFANY L BRUCE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TIFFANY L BRUCE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,176.47** to be paid in **24** installments.

Includes additional duty:
PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TIFFANY L BRUCE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NATALIE D CASAVECHIA**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NATALIE D CASAVECHIA**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,838.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
NATALIE D CASAVECHIA



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KASEY R CATHEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KASEY R CATHEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$62,206.35** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KASEY R CATHEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LESLIE CLEMENT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LESLIE CLEMENT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,716.61** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
LESLIE CLEMENT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CLAUDIA CRESPO**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CLAUDIA CRESPO**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,638.97** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CLAUDIA CRESPO



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KELSEY E DELLINGER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KELSEY E DELLINGER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KELSEY E DELLINGER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HEATHER DUKAT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HEATHER DUKAT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,333.31** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
HEATHER DUKAT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TERRI L FELTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TERRI L FELTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TERRI L FELTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **OLIVIA FIER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **OLIVIA FIER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
OLIVIA FIER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CALESHA FRANKLIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CALESHA FRANKLIN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CALESHA FRANKLIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JEFFREY WILLIAM GOOCH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JEFFREY WILLIAM GOOCH** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,657.53** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JEFFREY WILLIAM GOOCH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JESSAMY E HAVENS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JESSAMY E HAVENS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,292.78** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JESSAMY E HAVENS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HOLLY HILL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HOLLY HILL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,576.47** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
HOLLY HILL



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CASEY HOANZL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CASEY HOANZL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CASEY HOANZL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RACHEL L HRITZ**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RACHEL L HRITZ**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RACHEL L HRITZ



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HALLIE HUTSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HALLIE HUTSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
HALLIE HUTSON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TRINITY M JONES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TRINITY M JONES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
TRINITY M JONES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PAULA S KEELING**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PAULA S KEELING**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,716.61** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
PAULA S KEELING



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEBORAH LYNN LUTZ**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEBORAH LYNN LUTZ**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,819.64** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DEBORAH LYNN LUTZ



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEANNA D MANN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEANNA D MANN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,022.27** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DEANNA D MANN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TRACY MCAULIFFE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TRACY MCAULIFFE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,576.47** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TRACY MCAULIFFE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MOLLY MCCALL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MOLLY MCCALL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MOLLY MCCALL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AUDREY L MOORE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AUDREY L MOORE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,657.53** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AUDREY L MOORE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **REMONA D MOORE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **REMONA D MOORE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$49,904.10** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
REMONA D MOORE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TERESA PENNY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TERESA PENNY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
TERESA PENNY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KIRSTIN D PULLEN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KIRSTIN D PULLEN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KIRSTIN D PULLEN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANDREA M RAYBURN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANDREA M RAYBURN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,782.52** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANDREA M RAYBURN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELENA REYES-LOVINS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELENA REYES-LOVINS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$57,003.71** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELENA REYES-LOVINS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARCIA SCOTT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARCIA SCOTT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,878.72** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted Signature]
MARCIA SCOTT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KLEVO SIMMONS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KLEVO SIMMONS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,779.11** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KLEVO SIMMONS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SARAH JO SORENSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SARAH JO SORENSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SARAH JO SORENSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LESLIE R STACY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LESLIE R STACY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,617.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LESLIE R STACY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MICHELLE L STELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MICHELLE L STELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MICHELLE L STELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PAIGE TRAVIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PAIGE TRAVIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PAIGE TRAVIS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **COURTNEY WAGES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **COURTNEY WAGES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
COURTNEY WAGES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JULIE ANN WEAVER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JULIE ANN WEAVER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,392.40** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JULIE ANN WEAVER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY CLARE WELCH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY CLARE WELCH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARY CLARE WELCH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TIFFANY B YAGER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TIFFANY B YAGER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,473.45** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TIFFANY B YAGER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARYAM A BAIG**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARYAM A BAIG**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,454.89** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARYAM A BAIG



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KIMBERLY HOLLIS BARTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KIMBERLY HOLLIS BARTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,522.66** to be paid in **24** installments.

Includes additional duty:

PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KIMBERLY HOLLIS BARTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHRISTEN R BRADFORD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHRISTEN R BRADFORD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CHRISTEN R BRADFORD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TISHA M BRUNE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TISHA M BRUNE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TISHA M BRUNE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KELLEE M CAGLE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KELLEE M CAGLE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,554.50** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KELLEE M CAGLE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANDREA E COCHRAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANDREA E COCHRAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANDREA E COCHRAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARIAN E CUNNINGHAM**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARIAN E CUNNINGHAM**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,922.66** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARIAN E CUNNINGHAM



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ULANDA L ELLIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ULANDA L ELLIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,757.14** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ULANDA L ELLIS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KIM J FONVILLE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KIM J FONVILLE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,617.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KIM J FONVILLE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CASSANDRA L GARVEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CASSANDRA L GARVEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

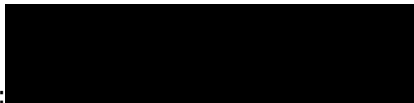
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CASSANDRA L GARVEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **FORREST D HALEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **FORREST D HALEY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
FORREST D HALEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANGELA S HAUSTEIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANGELA S HAUSTEIN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,900.69** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

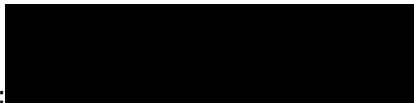
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANGELA S HAUSTEIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JESSICA HENRY SPAYDE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JESSICA HENRY SPAYDE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,620.41** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JESSICA HENRY SPAYDE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MELISSA L JAROS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MELISSA L JAROS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,838.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MELISSA L JAROS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ABIGAIL C JONES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ABIGAIL C JONES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,292.78** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ABIGAIL C JONES



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KIFFINEY T LARD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KIFFINEY T LARD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,191.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KIFFINEY T LARD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KADI L LINDSEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KADI L LINDSEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,517.39** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KADI L LINDSEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HAILEY S NECESSARY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HAILEY S NECESSARY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,557.91** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
HAILEY S NECESSARY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOSEPH D REYNOLDS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOSEPH D REYNOLDS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JOSEPH D REYNOLDS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KARLA M RODGERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KARLA M RODGERS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KARLA M RODGERS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ADONNA S SKINNER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ADONNA S SKINNER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$63,637.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

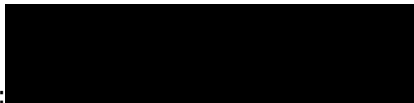
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ADONNA S SKINNER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TELICIA L SMEDLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TELICIA L SMEDLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,473.45** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TELICIA L SMEDLEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHELLY SMITH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHELLY SMITH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,900.69** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHELLY SMITH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MAE L SMITHWICK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MAE L SMITHWICK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,860.16** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

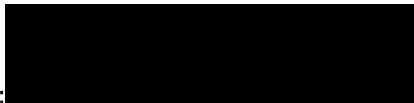
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MAE L SMITHWICK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JAN A SOUTHWELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JAN A SOUTHWELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,838.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JAN A SOUTHWELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MICHAEL T STELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MICHAEL T STELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MICHAEL T STELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMBER SUBLETT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMBER SUBLETT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMBER SUBLETT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **VICKI L THOMAS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **VICKI L THOMAS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,595.03** to be paid in **24** installments.

Includes additional duty:

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

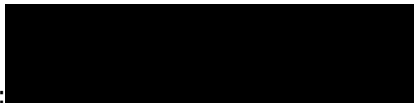
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
VICKI L THOMAS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROSALIND L UTLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROSALIND L UTLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ROSALIND L UTLEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JESSICA WALKER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JESSICA WALKER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JESSICA WALKER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DARBY WALLACE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DARBY WALLACE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$64,574.50** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DARBY WALLACE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KRYSTAL L WATKINS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KRYSTAL L WATKINS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,535.95** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KRYSTAL L WATKINS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SARAH ELISE WEBB**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SARAH ELISE WEBB** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,392.40** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SARAH ELISE WEBB



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **FAITH E WHITE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **FAITH E WHITE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
FAITH E WHITE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MEREDITH J WRIGHT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MEREDITH J WRIGHT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MEREDITH J WRIGHT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NATALIE M AKIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NATALIE M AKIN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$49,698.05** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
NATALIE M AKIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MADISON BARKER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MADISON BARKER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MADISON BARKER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LORI C BRUSH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LORI C BRUSH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LORI C BRUSH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMY M BURKS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMY M BURKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,900.69 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
AMY M BURKS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KIMBERLY ANN CRESSWELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KIMBERLY ANN CRESSWELL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,351.87** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KIMBERLY ANN CRESSWELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LYDIA A DIAL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LYDIA A DIAL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,676.09 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LYDIA A DIAL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA DOCKINS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA DOCKINS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] AMANDA DOCKINS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RHONDA L EUBANKS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RHONDA L EUBANKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RHONDA L EUBANKS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LORI S HART**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LORI S HART**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,235.56** to be paid in **24** installments.

Includes additional duty:

PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

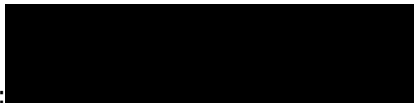
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LORI S HART



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **COURTNEY N HASTINGS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **COURTNEY N HASTINGS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
COURTNEY N HASTINGS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KARA LANE HASTINGS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KARA LANE HASTINGS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KARA LANE HASTINGS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA A HAZZARD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA A HAZZARD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$53,757.14 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELA A HAZZARD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAYLEE E HIGGINBOTHAM, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAYLEE E HIGGINBOTHAM, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,230.29 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAYLEE E HIGGINBOTHAM



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROSETTA M HOMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROSETTA M HOMAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ROSETTA M HOMAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **EMILY M JOHNSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **EMILY M JOHNSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,860.16** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
EMILY M JOHNSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JEANNINE LANTZ**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JEANNINE LANTZ**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,716.61** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JEANNINE LANTZ



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ERIN LINDSAY LEDGERWOOD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ERIN LINDSAY LEDGERWOOD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,432.92** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ERIN LINDSAY LEDGERWOOD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ALLIE E LILLIBRIDGE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ALLIE E LILLIBRIDGE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ALLIE E LILLIBRIDGE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **WANDA G MCCRANIE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **WANDA G MCCRANIE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
WANDA G MCCRANIE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **REBEKAH MILLER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **REBEKAH MILLER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
REBEKAH MILLER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RHONDA OWEN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RHONDA OWEN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RHONDA OWEN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALICIA G PRATER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALICIA G PRATER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,617.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ALICIA G PRATER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SARAH S RICHARDSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SARAH S RICHARDSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,535.95** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SARAH S RICHARDSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMY L ROBERTS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMY L ROBERTS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,676.09 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TAMMY L ROBERTS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JAMIE ROWE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JAMIE ROWE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JAMIE ROWE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GALE A STANLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GALE A STANLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GALE A STANLEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SAVANNA TRAYLOR**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SAVANNA TRAYLOR**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SAVANNA TRAYLOR



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VALARIE K WHITLOCK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VALARIE K WHITLOCK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VALARIE K WHITLOCK



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SARA BETHANY WOODS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SARA BETHANY WOODS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,617.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SARA BETHANY WOODS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMY WREN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMY WREN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,738.58** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMY WREN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRANDY N YEOMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRANDY N YEOMAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,617.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRANDY N YEOMAN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **WHITNEY ADDIE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **WHITNEY ADDIE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
WHITNEY ADDIE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHARLOTTE ANDERSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHARLOTTE ANDERSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CHARLOTTE ANDERSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CARRI ANN BLAND**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CARRI ANN BLAND**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,617.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CARRI ANN BLAND



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TONI LOUISE BONE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TONI LOUISE BONE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TONI LOUISE BONE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHAINA M BRIGGS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHAINA M BRIGGS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,454.89** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHAINA M BRIGGS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LAUREN BROACH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LAUREN BROACH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LAUREN BROACH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATSY S CARTER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATSY S CARTER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,147.26** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PATSY S CARTER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CAROL D CLARK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CAROL D CLARK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,757.14** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CAROL D CLARK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KRISTINA DAHLGREN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KRISTINA DAHLGREN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KRISTINA DAHLGREN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **WENDE L D'ANDREA**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **WENDE L D'ANDREA** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

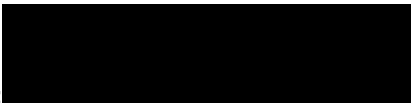
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
WENDE L D'ANDREA



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNY E EVANS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNY E EVANS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JENNY E EVANS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNIFER L FLETCHER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNIFER L FLETCHER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JENNIFER L FLETCHER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROSALYND N GUIDEN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROSALYND N GUIDEN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ROSALYND N GUIDEN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SARAH P HARRELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SARAH P HARRELL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SARAH P HARRELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PAULA M HARRISON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PAULA M HARRISON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,941.22** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

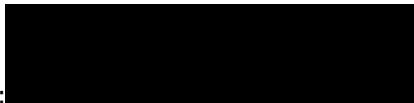
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PAULA M HARRISON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOHN JASON HAWTHORN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOHN JASON HAWTHORN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JOHN JASON HAWTHORN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH JACKSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH JACKSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ELIZABETH JACKSON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHRISTINA S JOHNSTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHRISTINA S JOHNSTON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,554.50** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CHRISTINA S JOHNSTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RACHEL E JOUVENAUX**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RACHEL E JOUVENAUX**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,657.53** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RACHEL E JOUVENAUX



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DARLENE W KELLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DARLENE W KELLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DARLENE W KELLEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMY M KELTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMY M KELTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,635.56** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMY M KELTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TANYA LEWIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TANYA LEWIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,716.61** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TANYA LEWIS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HANNAH LOWERY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HANNAH LOWERY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,252.25** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
HANNAH LOWERY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JANAE M MALIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JANAE M MALIN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,554.50** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JANAE M MALIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NICHOLAS S PALMISANO**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NICHOLAS S PALMISANO**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
NICHOLAS S PALMISANO



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **WHITNEY M PATTERSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **WHITNEY M PATTERSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,823.04** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
WHITNEY M PATTERSON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KAYCE L PEPPER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KAYCE L PEPPER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,860.16** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KAYCE L PEPPER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TAYLOR BROOKE PINCKARD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TAYLOR BROOKE PINCKARD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TAYLOR BROOKE PINCKARD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TAMMY L REEDER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TAMMY L REEDER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TAMMY L REEDER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NATALIE L RHODES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NATALIE L RHODES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,250.29** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
NATALIE L RHODES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMANDA D ROWE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMANDA D ROWE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,595.03** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMANDA D ROWE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMANDA RUFF**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMANDA RUFF**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,414.36** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMANDA RUFF



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHARI L RUNNELLS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHARI L RUNNELLS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,617.00** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

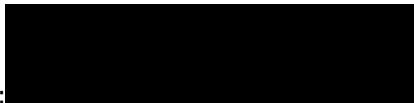
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHARI L RUNNELLS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GENEA L. THARP**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GENEA L. THARP**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
GENEA L. THARP



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATHY J TIMMONS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATHY J TIMMONS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,397.67** to be paid in **24** installments.

Includes additional duty:

PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

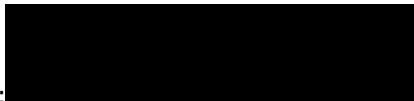
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: 
KATHY J TIMMONS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHARITY S TURBEVILLE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHARITY S TURBEVILLE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,392.40** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
CHARITY S TURBEVILLE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMY C VOLLMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMY C VOLLMAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,022.27** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMY C VOLLMAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBORAH A ANDERSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBORAH A ANDERSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBORAH A ANDERSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MICHELLE A BALMAT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MICHELLE A BALMAT** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MICHELLE A BALMAT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELANIE D BELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELANIE D BELL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,779.11 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELANIE D BELL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHERRY L BERRY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHERRY L BERRY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,576.09 to be paid in 24 installments.

Includes additional duty:
VOCAL MUSIC ELM \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SHERRY L BERRY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RAMONA B BOWERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RAMONA B BOWERS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,635.56 to be paid in 1 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RAMONA B BOWERS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VERDELL BUNTING, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VERDELL BUNTING, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,981.74 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VERDELL BUNTING



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA L CARLOCK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA L CARLOCK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,554.50 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LISA L CARLOCK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDA A COLLIER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDA A COLLIER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: PT/OT CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 190 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$70,729.41 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LINDA A COLLIER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY K CONKLIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY K CONKLIN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARY K CONKLIN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KELLY R DIPIPPA**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KELLY R DIPIPPA**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,230.29** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

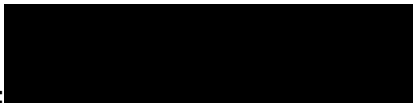
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

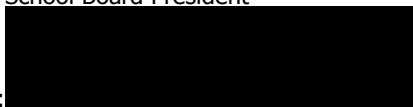
BY: 
KELLY R DIPIPPA



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MINDI C DISTERDICK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MINDI C DISTERDICK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,513.98 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MINDI C DISTERDICK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER J FRANCE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER J FRANCE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,276.09 to be paid in 24 installments.

Includes additional duty: PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JENNIFER J FRANCE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANDREA S GRICE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANDREA S GRICE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,473.45 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANDREA S GRICE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ASHLEY G HOGGARD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ASHLEY G HOGGARD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,473.45** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ASHLEY G HOGGARD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DARLA K HORTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DARLA K HORTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,838.20 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DARLA K HORTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CINDY HOUSTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CINDY HOUSTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CINDY HOUSTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATTI A KOETTEL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATTI A KOETTEL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PATTI A KOETTEL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RACHEL LEPPER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RACHEL LEPPER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RACHEL LEPPER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SALLY A MARTIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SALLY A MARTIN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,941.22** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SALLY A MARTIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NATALEE D MCGILL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NATALEE D MCGILL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$59,393.83 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] NATALEE D MCGILL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SARAH MORPHIS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SARAH MORPHIS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$36,068.18 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SARAH MORPHIS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DELINDA D PACK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DELINDA D PACK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$49,595.03** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DELINDA D PACK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NAOMI CAROLYN PARKER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NAOMI CAROLYN PARKER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,432.92 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
NAOMI CAROLYN PARKER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDRA K PARKER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDRA K PARKER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,838.20 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SANDRA K PARKER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HARRIETT S POOL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HARRIETT S POOL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
HARRIETT S POOL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAURA H RALSTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAURA H RALSTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,206.35 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LAURA H RALSTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **NICOLE SMITH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **NICOLE SMITH** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$49,698.05** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
NICOLE SMITH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY S STAFFORD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY S STAFFORD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$64,390.43 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KIMBERLY S STAFFORD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRIGETTA L STARKS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRIGETTA L STARKS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$53,676.09 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BRIGETTA L STARKS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER SULLIVAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER SULLIVAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,757.14 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JENNIFER SULLIVAN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER A USHERY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER A USHERY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JENNIFER A USHERY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LAUREN USSERY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LAUREN USSERY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LAUREN USSERY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMANDA ABBOTT WARE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMANDA ABBOTT WARE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMANDA ABBOTT WARE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KASSANDRA R WELLS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KASSANDRA R WELLS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KASSANDRA R WELLS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RACHEL J WHEELER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RACHEL J WHEELER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,392.40** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RACHEL J WHEELER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOYE P WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOYE P WILLIAMS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,878.72 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOYE P WILLIAMS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and OLIVIA E ZIMMERMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ OLIVIA E ZIMMERMAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,189.76 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] OLIVIA E ZIMMERMAN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and GINA L BARRETT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ GINA L BARRETT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,738.20 to be paid in 24 installments.

Includes additional duty:
VOCAL MUSIC ELM \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
GINA L BARRETT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDRA A. BRYANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDRA A. BRYANT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SANDRA A. BRYANT



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ELAINE B BURTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ELAINE B BURTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ELAINE B BURTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHTON L BUTLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHTON L BUTLER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,454.89 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ASHTON L BUTLER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROSEMARY P CUSTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROSEMARY P CUSTER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ROSEMARY P CUSTER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLEE D DOUGLASS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLEE D DOUGLASS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KIMBERLEE D DOUGLASS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA M FIMPLE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA M FIMPLE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,981.74 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
AMANDA M FIMPLE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMIE K FREYALDENHOVEN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMIE K FREYALDENHOVEN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$36,068.18 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMIE K FREYALDENHOVEN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA J GARLINGTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA J GARLINGTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
AMANDA J GARLINGTON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARC J GILL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARC J GILL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,985.16 to be paid in 24 installments.

Includes additional duty: HD SOC M 10-12 \$3,125.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARC J GILL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BONNIE M GUTHRIE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BONNIE M GUTHRIE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,657.53 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] BONNIE M GUTHRIE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HEATHER N HAZESLIP, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HEATHER N HAZESLIP, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,779.11 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] HEATHER N HAZESLIP



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMY D HEFFINGTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMY D HEFFINGTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,292.78 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
AMY D HEFFINGTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORI BETH HESLEP, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORI BETH HESLEP, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,557.91 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LORI BETH HESLEP



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA E HOGGARD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA E HOGGARD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$49,801.08 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LISA E HOGGARD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA BUCKELEW LUPTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA BUCKELEW LUPTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA BUCKELEW LUPTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRISTY D MATTHEWS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRISTY D MATTHEWS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KRISTY D MATTHEWS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JO ELLEN MCPHERSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JO ELLEN MCPHERSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JO ELLEN MCPHERSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JULIE T MOBLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JULIE T MOBLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$64,390.43 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JULIE T MOBLEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STACI A NICHOLS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STACI A NICHOLS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] STACI A NICHOLS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALYCE M PAEGELOW, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALYCE M PAEGELOW, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$36,068.18 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ALYCE M PAEGELOW



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA PEBBLES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA PEBBLES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$50,738.58 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] AMANDA PEBBLES



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CORTNEY E SEXTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CORTNEY E SEXTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$59,993.83 to be paid in 24 installments.

- Includes additional duty: NATL TCH CERT \$2,000.00, PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CORTNEY E SEXTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NANCY J SIMPSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NANCY J SIMPSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,392.40 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] NANCY J SIMPSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CORINNE C SKARDA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CORINNE C SKARDA, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,333.31 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CORINNE C SKARDA



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHRYN L STALCUP, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHRYN L STALCUP , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,535.95 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATHRYN L STALCUP



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and COURTNEY D STOKES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ COURTNEY D STOKES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,638.97 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] COURTNEY D STOKES



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELIKA M STOUT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELIKA M STOUT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,454.89 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELIKA M STOUT



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CATHERINE L THOMAS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CATHERINE L THOMAS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CATHERINE L THOMAS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANNA N VAMMEN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANNA N VAMMEN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANNA N VAMMEN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DENISE T WADLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DENISE T WADLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DENISE T WADLEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RICHARD LANCE WALTERS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RICHARD LANCE WALTERS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,576.47 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] RICHARD LANCE WALTERS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY D WALTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY D WALTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,454.89 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ASHLEY D WALTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAY W ADAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAY W ADAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$63,637.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAY W ADAMS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PORSCHA D ALBERT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PORSCHA D ALBERT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,944.63** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PORSCHA D ALBERT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GERALD D BAKER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GERALD D BAKER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
GERALD D BAKER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LESLIE BALLARD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LESLIE BALLARD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,716.61** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LESLIE BALLARD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANGELA J BURLESON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANGELA J BURLESON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,230.29** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANGELA J BURLESON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DAWNE M CARROLL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DAWNE M CARROLL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$62,206.35** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DAWNE M CARROLL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEPHANIE DANIEL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEPHANIE DANIEL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,576.47 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
STEPHANIE DANIEL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ASHLEY K EATON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ASHLEY K EATON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,473.45 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ASHLEY K EATON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHERRY L. FELTS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHERRY L. FELTS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHERRY L. FELTS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANNE C GILLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANNE C GILLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,535.95 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANNE C GILLEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MICHELE S GREEN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MICHELE S GREEN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,513.98** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MICHELE S GREEN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA HARRISON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA HARRISON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,981.74 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LISA HARRISON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LOLITIA HAYES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LOLITIA HAYES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$53,231.73 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LOLITIA HAYES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY LAUREN HOUNWANOU**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY LAUREN HOUNWANOU** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,554.50** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARY LAUREN HOUNWANOU



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHERESA M HOUSER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHERESA M HOUSER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,230.29 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHERESA M HOUSER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KIMBERLY S HOWEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KIMBERLY S HOWEY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,535.95** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KIMBERLY S HOWEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BRITNEY A JUMPER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BRITNEY A JUMPER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BRITNEY A JUMPER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KYLA D LAWRENCE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KYLA D LAWRENCE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KYLA D LAWRENCE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAYNA S MALOCH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAYNA S MALOCH , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,351.87 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DAYNA S MALOCH



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAITLYN MARCHESE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAITLYN MARCHESE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$35,027.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KAITLYN MARCHESE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIFFANY R MASSERY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIFFANY R MASSERY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,351.87 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TIFFANY R MASSERY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SARAH MATHEW**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SARAH MATHEW**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SARAH MATHEW



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ASHLEY N MCFADDEN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ASHLEY N MCFADDEN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,230.29** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ASHLEY N MCFADDEN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MONICA NELSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MONICA NELSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,635.56** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MONICA NELSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRISTA R PAULEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRISTA R PAULEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$50,738.58 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KRISTA R PAULEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMBER PECK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMBER PECK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,598.44** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMBER PECK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANNIE M RAY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANNIE M RAY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,228.32** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

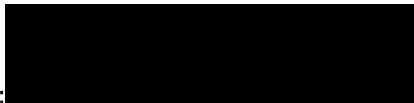
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANNIE M RAY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STACY L REED, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STACY L REED , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
STACY L REED



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LARISSA MICHELLE ROBINSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LARISSA MICHELLE ROBINSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,189.76 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LARISSA MICHELLE ROBINSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANITA J SMITH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANITA J SMITH** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANITA J SMITH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMILY L STADTHER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMILY L STADTHER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,749.23 to be paid in 24 installments.

Includes additional duty:
PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EMILY L STADTHER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CASSANDRA STEED, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CASSANDRA STEED, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CASSANDRA STEED



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICK THAMES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICK THAMES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,230.29** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PATRICK THAMES



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATINA L VEASLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATINA L VEASLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,436.33 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATINA L VEASLEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JUNE VILCHES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JUNE VILCHES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,819.64 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JUNE VILCHES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELRETTE V WATKINS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELRETTE V WATKINS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$62,390.43** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELRETTE V WATKINS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALICIA ELAINE WEATHERFORD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALICIA ELAINE WEATHERFORD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$42,414.36 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ALICIA ELAINE WEATHERFORD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA D WOOD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA D WOOD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$65,718.05 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LISA D WOOD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TIFFANY N BULLOCK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TIFFANY N BULLOCK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TIFFANY N BULLOCK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CRYSTAL CAMPBELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CRYSTAL CAMPBELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,189.76 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CRYSTAL CAMPBELL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JESSICA A ENGLAND**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JESSICA A ENGLAND** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JESSICA A ENGLAND



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DANNIELL N HOMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DANNIELL N HOMAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DANNIELL N HOMAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSICA E MILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSICA E MILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,149.23 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JESSICA E MILLER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HOLLY B MOORE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HOLLY B MOORE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
HOLLY B MOORE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHELLE MELINDA NEEDLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHELLE MELINDA NEEDLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MICHELLE MELINDA NEEDLER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMY PRESTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMY PRESTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,351.87** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMY PRESTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LACHER D ROCKINS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LACHER D ROCKINS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LACHER D ROCKINS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARIBEL V SIEMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARIBEL V SIEMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,084.77 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARIBEL V SIEMS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LACY MICHELLE SULLIVAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LACY MICHELLE SULLIVAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,230.29** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LACY MICHELLE SULLIVAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA D TIPTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA D TIPTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,432.92 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] AMANDA D TIPTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SUSAN M URENA, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SUSAN M URENA , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,432.92 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SUSAN M URENA



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MEGAN KATHLEEN WILSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MEGAN KATHLEEN WILSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,617.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MEGAN KATHLEEN WILSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHELLE L BAGGETT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHELLE L BAGGETT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,878.72 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MICHELLE L BAGGETT



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARGIE A BUSBEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARGIE A BUSBEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,878.72 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARGIE A BUSBEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ALISON L BUSSARD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ALISON L BUSSARD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ALISON L BUSSARD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NATALIE G CASS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NATALIE G CASS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,860.16 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] NATALIE G CASS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER S CHAPPELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER S CHAPPELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JENNIFER S CHAPPELL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA L COOK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA L COOK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA L COOK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARLOTTE T DEROCHE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARLOTTE T DEROCHE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$49,595.03 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHARLOTTE T DEROCHE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHELLE R DORSEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHELLE R DORSEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MICHELLE R DORSEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HANNAH C DRISKILL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HANNAH C DRISKILL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
HANNAH C DRISKILL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARGARET A ERVIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARGARET A ERVIN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MARGARET A ERVIN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BARBARA FLINT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BARBARA FLINT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$42,311.34 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BARBARA FLINT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY A FLOYD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY A FLOYD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,473.45 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KIMBERLY A FLOYD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STACEY L HALL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STACEY L HALL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] STACEY L HALL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LILLIAN HANCOCK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LILLIAN HANCOCK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,252.25 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LILLIAN HANCOCK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARISA HULLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARISA HULLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$35,027.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARISA HULLEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and QUINTESSA JACKSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ QUINTESSA JACKSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$35,027.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
QUINTESSA JACKSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CASSANDRA L KOZON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CASSANDRA L KOZON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,189.76 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CASSANDRA L KOZON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VU N LE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VU N LE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,473.45 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VU N LE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROSELYNE MAKANI, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROSELYNE MAKANI, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ROSELYNE MAKANI



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAUREN A MEEKS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAUREN A MEEKS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,432.92 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LAUREN A MEEKS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA MITCHELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA MITCHELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,878.72 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LISA MITCHELL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TUI A O'BAUGH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TUI A O'BAUGH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,351.87 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TUI A O'BAUGH



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMILY PETERSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMILY PETERSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$35,027.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EMILY PETERSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANNA G PHELPS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANNA G PHELPS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$49,698.05 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANNA G PHELPS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and REBECCA A REED, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ REBECCA A REED , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] REBECCA A REED



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DONNA A RIPPER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DONNA A RIPPER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,900.69 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DONNA A RIPPER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELA L SEWELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELA L SEWELL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,716.61 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELA L SEWELL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RANDI M SHIPMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RANDI M SHIPMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,513.98 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RANDI M SHIPMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STACY J SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STACY J SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,900.69 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
STACY J SMITH



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TAMMY JO SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TAMMY JO SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] TAMMY JO SMITH



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER ZINK SPRIGGS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER ZINK SPRIGGS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,760.55 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JENNIFER ZINK SPRIGGS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAMELA D SPRINGER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAMELA D SPRINGER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,617.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PAMELA D SPRINGER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JONI L WALKER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JONI L WALKER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JONI L WALKER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRENDA S WARNER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRENDA S WARNER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRENDA S WARNER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMY M WHITE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMY M WHITE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,379.11 to be paid in 24 installments.

Includes additional duty:

PAR INV FAC \$600.00

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
AMY M WHITE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RUTHIE L WHITE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RUTHIE L WHITE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,716.61 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RUTHIE L WHITE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMANDA J WILSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMANDA J WILSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,373.84 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] AMANDA J WILSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMY L WOODSMALL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMY L WOODSMALL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
AMY L WOODSMALL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA PAIGE WRIGHT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA PAIGE WRIGHT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANITA PAIGE WRIGHT



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHANITA V ADAMS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHANITA V ADAMS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,535.95** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHANITA V ADAMS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ALLISON M ASHCRAFT-PADILLA**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ALLISON M ASHCRAFT-PADILLA** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,066.21** to be paid in **24** installments.

Includes additional duty:

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

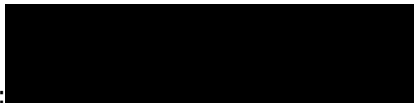
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ALLISON M ASHCRAFT-PADILLA



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LEIGH ANN ASKINS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LEIGH ANN ASKINS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,414.36** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LEIGH ANN ASKINS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HONNYE L ATHANASIOU**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HONNYE L ATHANASIOU** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,838.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
HONNYE L ATHANASIOU



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY A BALEST**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY A BALEST**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,997.67** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARY A BALEST



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MOLLY J BANKS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MOLLY J BANKS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,130.29** to be paid in **24** installments.

Includes additional duty:
VOCAL MUSIC SEC \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MOLLY J BANKS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KARI M BARNES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KARI M BARNES** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KARI M BARNES



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DONNA E BATTE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DONNA E BATTE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DONNA E BATTE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STEPHEN BECK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEPHEN BECK** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
STEPHEN BECK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELICIA K BETCHER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELICIA K BETCHER** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELICIA K BETCHER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GENA L BIAS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GENA L BIAS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,635.56** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
GENA L BIAS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TAMMY G BISHOP**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TAMMY G BISHOP** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TAMMY G BISHOP



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JUDY A BROUGHTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JUDY A BROUGHTON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$64,574.50** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JUDY A BROUGHTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANGELYN BUNCH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANGELYN BUNCH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ANGELYN BUNCH



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEBRA L BUTLER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEBRA L BUTLER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DEBRA L BUTLER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CONNER L CAGLE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CONNER L CAGLE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,757.14** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CONNER L CAGLE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHARI CATES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHARI CATES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,557.53** to be paid in **24** installments.

Includes additional duty:
DEPT CH 6-8 TCH \$900.00
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SHARI CATES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICK CAULEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICK CAULEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,922.66** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
PATRICK CAULEY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TRACY M CHILDERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TRACY M CHILDERS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,801.08** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

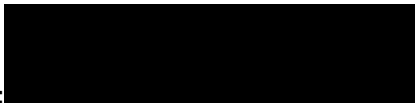
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TRACY M CHILDERS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JEFFREY D CLAUNTS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JEFFREY D CLAUNTS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,454.89** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JEFFREY D CLAUNTS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNIFER H CONNER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNIFER H CONNER** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,698.05** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JENNIFER H CONNER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PAIGE COULTER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PAIGE COULTER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,997.67** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PAIGE COULTER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GWENDOLYN R CRITTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GWENDOLYN R CRITTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,351.87** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
GWENDOLYN R CRITTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LEILANI DALLAS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LEILANI DALLAS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,638.97** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
LEILANI DALLAS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **EMILY M DUMAS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **EMILY M DUMAS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,432.92** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
EMILY M DUMAS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHAD FROST**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHAD FROST**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,414.36** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
CHAD FROST



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JANICE K GOTT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JANICE K GOTT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$65,718.05** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JANICE K GOTT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STACY GUNN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STACY GUNN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
STACY GUNN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ZACHARY D HALL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ZACHARY D HALL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ZACHARY D HALL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BRANDI HANSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BRANDI HANSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,292.78** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BRANDI HANSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LYNDLI P HART**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LYNDLI P HART**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
LYNDLI P HART



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHRISTINA R HEAD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHRISTINA R HEAD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,779.11** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CHRISTINA R HEAD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DELYNN HEARN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DELYNN HEARN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DELYNN HEARN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICK HENDERSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICK HENDERSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,941.22** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PATRICK HENDERSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KEVIN HOGGARD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KEVIN HOGGARD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,392.40** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
KEVIN HOGGARD



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KENNETH MICHAEL HOLMES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KENNETH MICHAEL HOLMES** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KENNETH MICHAEL HOLMES



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **VALERIE L HUCKABY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **VALERIE L HUCKABY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,576.47** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
VALERIE L HUCKABY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KRISTEN M HUSTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KRISTEN M HUSTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,473.45** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KRISTEN M HUSTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATHLEEN K HYNUM**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATHLEEN K HYNUM** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KATHLEEN K HYNUM



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMY M JONES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMY M JONES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,819.64** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
AMY M JONES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **FAITH R JONES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **FAITH R JONES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$57,478.72** to be paid in **24** installments.

Includes additional duty:
PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
FAITH R JONES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOYCE JONES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOYCE JONES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JOYCE JONES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHELLY R JONES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHELLY R JONES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,216.61** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00
QUIZ BOWL MS \$500.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SHELLY R JONES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNIFER KAY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNIFER KAY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JENNIFER KAY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DWIGHT KELLY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DWIGHT KELLY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,779.11** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DWIGHT KELLY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JULIE C KRONE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JULIE C KRONE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,679.49** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JULIE C KRONE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICIA A LORADITCH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICIA A LORADITCH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PATRICIA A LORADITCH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MOLLY LYNN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MOLLY LYNN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MOLLY LYNN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARLA MASON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARLA MASON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,676.09** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
MARLA MASON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LORA E MATTHEY-HICKS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LORA E MATTHEY-HICKS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,738.58** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LORA E MATTHEY-HICKS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMY DAWN MCLAIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMY DAWN MCLAIN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,944.63** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMY DAWN MCLAIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY E MCMAHAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY E MCMAHAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,657.14** to be paid in **24** installments.

Includes additional duty:
STU COUN 7-8 \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
MARY E MCMAHAN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DUSTIN K MEEKER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DUSTIN K MEEKER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DUSTIN K MEEKER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMBER MENARD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMBER MENARD**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
AMBER MENARD



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DAVID C MITCHELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DAVID C MITCHELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$52,716.61** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DAVID C MITCHELL



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELY D MOORE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELY D MOORE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$61,555.94** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELY D MOORE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and NICHOLAS O NESLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ NICHOLAS O NESLER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,782.52 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
NICHOLAS O NESLER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHANON KAY NEUMEIER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHANON KAY NEUMEIER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,697.67 to be paid in 24 installments.

- Includes additional duty: NATL TCH CERT \$2,000.00 DEPT CH 6-8 TCH \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted] SHANON KAY NEUMEIER



BY: [Redacted] School Board President

[Redacted] Address

[Redacted] Phone

BY: [Redacted] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **COURTNEY M PHAUP**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **COURTNEY M PHAUP** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,066.21** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
COURTNEY M PHAUP



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MELISSA DIANE PHILLIPS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MELISSA DIANE PHILLIPS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,838.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MELISSA DIANE PHILLIPS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHANNON TROY PHILLIPS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHANNON TROY PHILLIPS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$42,311.34 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHANNON TROY PHILLIPS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATHERINE A PIZAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATHERINE A PIZAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,576.47** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KATHERINE A PIZAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMILY POWELL-CARPENTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMILY POWELL-CARPENTER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,373.84 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EMILY POWELL-CARPENTER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CARMEN R PROCTOR**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CARMEN R PROCTOR** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,473.45** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CARMEN R PROCTOR



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ASHLEY RICH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ASHLEY RICH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ASHLEY RICH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHARON K RICKS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHARON K RICKS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHARON K RICKS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEEDRA ROBERSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEEDRA ROBERSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,292.78** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DEEDRA ROBERSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH NICOLE ROBERTS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH NICOLE ROBERTS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,392.40** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELIZABETH NICOLE ROBERTS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CATHERINE MICHELLE ROBINSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CATHERINE MICHELLE ROBINSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,373.45** to be paid in **24** installments.

Includes additional duty:
VOCAL MUSIC ELM \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CATHERINE MICHELLE ROBINSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEBORAH M RODGERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEBORAH M RODGERS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$65,718.05** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DEBORAH M RODGERS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MICHAEL E RYNDERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MICHAEL E RYNDERS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted Signature]
MICHAEL E RYNDERS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CAPRI B SALAAM**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CAPRI B SALAAM**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CAPRI B SALAAM



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BROOK M SANCHEZ**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BROOK M SANCHEZ**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,576.47** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BROOK M SANCHEZ



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KELLIE L SHEFFIELD**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KELLIE L SHEFFIELD** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,022.27** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KELLIE L SHEFFIELD



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOSH A SHIPMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOSH A SHIPMAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JOSH A SHIPMAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ASHLEY SHOFFNER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ASHLEY SHOFFNER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ASHLEY SHOFFNER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHEILAH SHUMPERT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHEILAH SHUMPERT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,657.53** to be paid in **24** installments.

Includes additional duty:

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

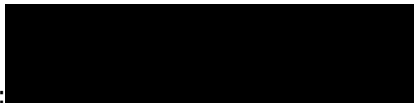
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHEILAH SHUMPERT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOSEPH THOMAS STAFFORD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOSEPH THOMAS STAFFORD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOSEPH THOMAS STAFFORD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LORA STOGSDILL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LORA STOGSDILL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$57,393.83** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LORA STOGSDILL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ARCLISTA J STORY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ARCLISTA J STORY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$62,206.35** to be paid in **24** installments.

Includes additional duty:

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

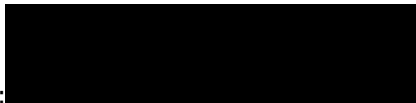
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ARCLISTA J STORY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MELISSA D THOMPSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MELISSA D THOMPSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,454.89** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MELISSA D THOMPSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KRISTIN H WADLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KRISTIN H WADLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KRISTIN H WADLEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARIKO M WALKER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARIKO M WALKER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,981.74** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARIKO M WALKER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KATHERINE J WEILER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KATHERINE J WEILER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KATHERINE J WEILER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LISA L WEST**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LISA L WEST**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,838.20** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
LISA L WEST



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROBIN WEST**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROBIN WEST**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ROBIN WEST



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KENDA JANE WHITE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KENDA JANE WHITE** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
KENDA JANE WHITE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CHARLA D WINTER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CHARLA D WINTER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,997.67** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
CHARLA D WINTER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MORGAN DANIELLE YOUNG**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MORGAN DANIELLE YOUNG** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MORGAN DANIELLE YOUNG



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **OTIS BANKS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **OTIS BANKS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,397.67** to be paid in **24** installments.

Includes additional duty:
PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
OTIS BANKS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DOUGLAS BASSLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DOUGLAS BASSLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] DOUGLAS BASSLER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ASHLEY M BERRY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ASHLEY M BERRY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ASHLEY M BERRY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LEE ANN BILLINGS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LEE ANN BILLINGS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
LEE ANN BILLINGS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHELE L BLAKELY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHELE L BLAKELY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,535.95 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MICHELE L BLAKELY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JANE E DAVIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JANE E DAVIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$65,718.05** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JANE E DAVIS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARCUS FIELDS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARCUS FIELDS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARCUS FIELDS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOHN W GILLIAME**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOHN W GILLIAME**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JOHN W GILLIAME



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHARICA HALTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHARICA HALTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHARICA HALTON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELIZABETH A JOHNSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELIZABETH A JOHNSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,660.94** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ELIZABETH A JOHNSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **GAYE LYNN LONG**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **GAYE LYNN LONG**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,022.27** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
GAYE LYNN LONG



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LYDIA LU**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LYDIA LU**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,517.39** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LYDIA LU



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMBER MOORE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMBER MOORE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMBER MOORE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STACY L NAYLOR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STACY L NAYLOR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,455.94 to be paid in 24 installments.

Includes additional duty:
DEPT CH 6-8 TCH \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
STACY L NAYLOR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JAMES PETTUS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JAMES PETTUS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,252.25** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JAMES PETTUS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CLAYTON SAUNDERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CLAYTON SAUNDERS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$36,068.18** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CLAYTON SAUNDERS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANITA G SHELTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANITA G SHELTON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANITA G SHELTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PHYLLIS Y THOMPSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PHYLLIS Y THOMPSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,513.98 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PHYLLIS Y THOMPSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JOHNATHON DANIEL WINGFIELD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JOHNATHON DANIEL WINGFIELD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$36,068.18 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] JOHNATHON DANIEL WINGFIELD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VICKI ALLISON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VICKI ALLISON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VICKI ALLISON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CARLA D AMIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CARLA D AMIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,941.22** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
CARLA D AMIS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LISETH D ARANA**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LISETH D ARANA**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,311.34** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LISETH D ARANA



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MALLORY E BACON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MALLORY E BACON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MALLORY E BACON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEPHANY N BARNETTE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEPHANY N BARNETTE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,819.64 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] STEPHANY N BARNETTE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CAROL E BARTLETT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CAROL E BARTLETT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/01/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,757.14** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CAROL E BARTLETT



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANNA E BAXLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANNA E BAXLEY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,149.23 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
ANNA E BAXLEY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CYNTHIA L BELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CYNTHIA L BELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,228.32** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CYNTHIA L BELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHLEEN J BOONE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHLEEN J BOONE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$66,861.60 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATHLEEN J BOONE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STEVE R BOUTWELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEVE R BOUTWELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$59,222.27** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
STEVE R BOUTWELL



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CAROLYN S BOWIE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CAROLYN S BOWIE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,554.50** to be paid in **24** installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CAROLYN S BOWIE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICK BRUCE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICK BRUCE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,779.11** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
PATRICK BRUCE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TONIA S BRUNSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TONIA S BRUNSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,535.95 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
TONIA S BRUNSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MONICA BUCK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MONICA BUCK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MONICA BUCK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **REBEKAH CAROLEE CARROLL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **REBEKAH CAROLEE CARROLL** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
REBEKAH CAROLEE CARROLL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TRACY CHRISMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TRACY CHRISMAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,981.74** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
TRACY CHRISMAN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JUSTIN COBB**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JUSTIN COBB**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,230.29** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JUSTIN COBB



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **STEVEN COCKRUM**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEVEN COCKRUM**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,970.00** to be paid in **1** installments.

Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
STEVEN COCKRUM



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEIRE D COLEMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEIRE D COLEMAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,333.31 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHEIRE D COLEMAN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHANNON ELIZABETH CRANOR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHANNON ELIZABETH CRANOR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,044.24 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHANNON ELIZABETH CRANOR



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CATHARINA DAVIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CATHARINA DAVIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CATHARINA DAVIS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNY A DERRICK**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNY A DERRICK**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JENNY A DERRICK



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JAMES A DORAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JAMES A DORAN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JAMES A DORAN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JIMMIE S DOTSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JIMMIE S DOTSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JIMMIE S DOTSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DELLA ELLIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DELLA ELLIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DELLA ELLIS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRISTEN M FARMIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRISTEN M FARMIN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/01/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,149.23 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KRISTEN M FARMIN



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ALLEN FIGLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ALLEN FIGLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,539.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ALLEN FIGLEY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CECILIA FRANCO**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CECILIA FRANCO**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,860.16** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
CECILIA FRANCO



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **HOLLY ELIZABETH FRIEDMAN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **HOLLY ELIZABETH FRIEDMAN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,213.17** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
HOLLY ELIZABETH FRIEDMAN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHERAH G FULTON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHERAH G FULTON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,676.09** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
SHERAH G FULTON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JIM R FURNISS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JIM R FURNISS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,944.63** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JIM R FURNISS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and HEATHER H GALLENLINE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ HEATHER H GALLENLINE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,617.00 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] HEATHER H GALLENLINE



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ABDURAMAN GIBSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ABDURAMAN GIBSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,230.29 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ABDURAMAN GIBSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROGER E GIBSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROGER E GIBSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ROGER E GIBSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DANIEL L GIRONE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DANIEL L GIRONE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,797.67** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DANIEL L GIRONE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DONNA J GOSSER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DONNA J GOSSER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,476.47** to be paid in **24** installments.

Includes additional duty:
VOCAL MUSIC SEC \$900.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DONNA J GOSSER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PATRICIA GRAVES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PATRICIA GRAVES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
PATRICIA GRAVES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELISE GRAY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELISE GRAY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,576.47** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ELISE GRAY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISHA M GRIFFIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISHA M GRIFFIN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,941.22 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELISHA M GRIFFIN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DAWN M GUERRA**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DAWN M GUERRA**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$43,351.87** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DAWN M GUERRA



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JACKIE L GUFFIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JACKIE L GUFFIN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$47,513.98** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JACKIE L GUFFIN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CRAIG HAMMAKER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CRAIG HAMMAKER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CRAIG HAMMAKER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTOPHER B HARRIS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTOPHER B HARRIS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,819.64 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTOPHER B HARRIS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CATHERINE HAYES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CATHERINE HAYES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,981.74** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CATHERINE HAYES



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ADAM R HICKS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ADAM R HICKS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,414.36** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ADAM R HICKS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **KYLE HICKS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **KYLE HICKS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
KYLE HICKS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEBRA L HIGGINS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEBRA L HIGGINS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$61,222.27** to be paid in **24** installments.

Includes additional duty:

DEPT CH 9+ TCH \$1,200.00

NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DEBRA L HIGGINS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOAN K HOLBERT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOAN K HOLBERT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$65,718.05** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JOAN K HOLBERT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ROBERT D HOLLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ROBERT D HOLLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$49,595.03** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ROBERT D HOLLEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHAEL E HUELS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHAEL E HUELS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,779.11 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MICHAEL E HUELS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANGELIQUE S JACKSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANGELIQUE S JACKSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,576.47 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANGELIQUE S JACKSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ADAM C JANSSEN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ADAM C JANSSEN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,270.81** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ADAM C JANSSEN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICHAEL A KLUCHER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICHAEL A KLUCHER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$64,147.27 to be paid in 24 installments.

- Includes additional duty: SPEECH-DRAMA \$3,000.00 HD SOC M 10-12 \$3,125.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MICHAEL A KLUCHER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **LESLIE L KREBS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **LESLIE L KREBS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,013.45** to be paid in **24** installments.

Includes additional duty:
YEARBOOK \$1,540.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
LESLIE L KREBS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DANA CHRISTINE LANGHAMMER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DANA CHRISTINE LANGHAMMER** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
DANA CHRISTINE LANGHAMMER



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SANDRA K LASLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SANDRA K LASLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SANDRA K LASLEY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEANDRE LEWIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEANDRE LEWIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,108.70** to be paid in **24** installments.

Includes additional duty:
SPEECH-DRAMA \$3,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DEANDRE LEWIS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JEANETTE LOFTIS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JEANETTE LOFTIS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$61,349.90** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JEANETTE LOFTIS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RENE LOVETT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RENE LOVETT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,252.25** to be paid in **1** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
RENE LOVETT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BRUCE A MADDOX**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BRUCE A MADDOX**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,738.58** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BRUCE A MADDOX



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MELONIE M MANN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MELONIE M MANN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$56,438.20** to be paid in **24** installments.

Includes additional duty:
DEPT CH 3-5 TCH \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MELONIE M MANN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JULIA R MARKHAM**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JULIA R MARKHAM**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$59,222.27** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JULIA R MARKHAM



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DANA MARTIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DANA MARTIN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,292.78** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DANA MARTIN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PIERRE R MARTIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PIERRE R MARTIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,373.84 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
PIERRE R MARTIN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VICTOR C MCMURRAY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VICTOR C MCMURRAY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VICTOR C MCMURRAY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **BRENDA L MELVIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **BRENDA L MELVIN**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$58,022.27** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
BRENDA L MELVIN



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MEREDITH P MOORE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MEREDITH P MOORE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,333.31** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MEREDITH P MOORE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSICA L MYLONAS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSICA L MYLONAS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,270.81 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JESSICA L MYLONAS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AMBER NICHOLSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AMBER NICHOLSON**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,108.70** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AMBER NICHOLSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **THOMAS D NOBLE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **THOMAS D NOBLE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$35,027.65** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
THOMAS D NOBLE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOHN MICHAEL NOLAND**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOHN MICHAEL NOLAND**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$59,878.72** to be paid in **24** installments.

Includes additional duty:
SPEECH-DRAMA \$3,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JOHN MICHAEL NOLAND



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES A OVERTURF, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES A OVERTURF, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,149.23 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMES A OVERTURF



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ALISON PASSMORE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ALISON PASSMORE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ALISON PASSMORE



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TAMMY L PETTY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TAMMY L PETTY** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,997.67** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TAMMY L PETTY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHRISTEN BURKE PITTS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHRISTEN BURKE PITTS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,622.27 to be paid in 24 installments.

- Includes additional duty: SPEECH-DRAMA \$3,000.00 DANCE TROUPE \$1,600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CHRISTEN BURKE PITTS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and REBECCA M PRIESTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ REBECCA M PRIESTER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
REBECCA M PRIESTER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **RENE RABELL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **RENE RABELL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,779.11** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
RENE RABELL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA SHAY RAFFERTY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA SHAY RAFFERTY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,495.42 to be paid in 24 installments.

Includes additional duty:
SPEECH-DRAMA \$3,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELISSA SHAY RAFFERTY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JENNIFER L REED**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JENNIFER L REED**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$60,206.35** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JENNIFER L REED



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MEGAN E RIEATHBAUM, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MEGAN E RIEATHBAUM , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,333.31 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MEGAN E RIEATHBAUM



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **CASSIE E ROGERS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **CASSIE E ROGERS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$39,189.76** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
CASSIE E ROGERS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SARA PAIGE ROZZELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SARA PAIGE ROZZELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,576.47 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SARA PAIGE ROZZELL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LORETTA K SCHNARR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LORETTA K SCHNARR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,878.72 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LORETTA K SCHNARR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **PRISCA D SELHORST**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **PRISCA D SELHORST**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$50,635.56** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
PRISCA D SELHORST



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ELLA SERGEANT**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ELLA SERGEANT**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$64,574.50** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
ELLA SERGEANT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JEFFREY K SKRDLANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JEFFREY K SKRDLANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,150.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JEFFREY K SKRDLANT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **DEANNA SMITH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **DEANNA SMITH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$45,432.92** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
DEANNA SMITH



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TERRI L SMITH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TERRI L SMITH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$44,495.42** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
TERRI L SMITH



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **VALERIE SMITH**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **VALERIE SMITH**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,657.53** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
VALERIE SMITH



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **QUANDERO C SPRING**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **QUANDERO C SPRING** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
QUANDERO C SPRING



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MILDRED M STANDLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MILDRED M STANDLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,390.43 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MILDRED M STANDLEY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY R STANLEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY R STANLEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,797.67 to be paid in 24 installments.

Includes additional duty: SPEECH-DRAMA \$3,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KIMBERLY R STANLEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VALERIE LYNN STAVEY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VALERIE LYNN STAVEY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] VALERIE LYNN STAVEY



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SCOTT A STRAIN**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SCOTT A STRAIN** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$46,051.06** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SCOTT A STRAIN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and COURTNEY J TAYLOR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ COURTNEY J TAYLOR , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,149.23 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] COURTNEY J TAYLOR



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICIA A TAYLOR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICIA A TAYLOR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$66,574.50 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] PATRICIA A TAYLOR



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **AUTUMN G THOMAS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **AUTUMN G THOMAS**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$41,373.84** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
AUTUMN G THOMAS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANDREW H THOMPSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANDREW H THOMPSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] ANDREW H THOMPSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROLANDO VALLS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROLANDO VALLS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROLANDO VALLS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TANYA M VALLS**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TANYA M VALLS** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$55,997.67** to be paid in **24** installments.

Includes additional duty:
DEPT CH 9+ TCH \$1,200.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TANYA M VALLS



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHERYL WADE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHERYL WADE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$40,333.31** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SHERYL WADE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **SHARON WALKER**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **SHARON WALKER**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$54,900.69** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
SHARON WALKER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **TONYA A WENTZEL**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **TONYA A WENTZEL**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$53,316.61** to be paid in **24** installments.

Includes additional duty:
DEPT CH 3-5 TCH \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
TONYA A WENTZEL



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JACOB D WEST**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JACOB D WEST**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$42,414.36** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
JACOB D WEST



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STANLEY A WHISNANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STANLEY A WHISNANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,981.74 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
STANLEY A WHISNANT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEILA WHITFIELD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEILA WHITFIELD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,436.33 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] SHEILA WHITFIELD



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **MARY A WILES**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **MARY A WILES**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$51,676.09** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
MARY A WILES



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CAMERON H WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CAMERON H WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] CAMERON H WILLIAMS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MEREDITH K WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MEREDITH K WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$59,165.82 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MEREDITH K WILLIAMS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **VICTORIA M WILSON**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **VICTORIA M WILSON** , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$37,808.70** to be paid in **24** installments.

Includes additional duty:

QUIZ BOWL HS \$700.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

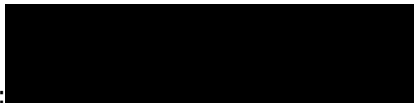
TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
VICTORIA M WILSON



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **JOSLIN A ASHLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **JOSLIN A ASHLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,863.57** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
JOSLIN A ASHLEY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

**STATE OF
ARKANSAS**

SALARIED LICENSED EMPLOYEE CONTRACT

**PULASKI
COUNTY OF**

School Year: **2016-2017**

PARTIES: The **North Little Rock** School District, "DISTRICT", and **ANDREW W WHITLEY**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **ANDREW W WHITLEY**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **192** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$38,149.23** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**


BY: 
ANDREW W WHITLEY



BY: 
School Board President


Address


Phone

BY: 
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KATHERINE ALLENDER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KATHERINE ALLENDER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,252.25 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KATHERINE ALLENDER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBIN A ARENDT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBIN A ARENDT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,676.09 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
ROBIN A ARENDT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ELIZABETH E BARTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ELIZABETH E BARTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,554.50 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ELIZABETH E BARTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELINDA D BISSETT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELINDA D BISSETT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,638.97 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MELINDA D BISSETT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PATRICE N BROWN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PATRICE N BROWN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$47,617.00 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
PATRICE N BROWN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RACHEL A CLAWSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RACHEL A CLAWSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] RACHEL A CLAWSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JENNIFER F COLEMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JENNIFER F COLEMAN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,084.77 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JENNIFER F COLEMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAURA COOPER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAURA COOPER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$35,027.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LAURA COOPER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LINDSEY N DEJESUS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LINDSEY N DEJESUS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$42,311.34 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LINDSEY N DEJESUS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY LOU FERGUSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY LOU FERGUSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARY LOU FERGUSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LESLIE GERRARD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LESLIE GERRARD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
LESLIE GERRARD



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SUZANNE GILLIAM, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SUZANNE GILLIAM, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SUZANNE GILLIAM



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARLA JO GLADWIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARLA JO GLADWIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,390.43 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MARLA JO GLADWIN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CARRIE J GLOVER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CARRIE J GLOVER , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,922.66 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
CARRIE J GLOVER



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEBRA K GREENFIELD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEBRA K GREENFIELD, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$50,738.58 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DEBRA K GREENFIELD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TRACY A HARRIS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TRACY A HARRIS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
TRACY A HARRIS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and **STEPHANIE HARTLE**, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ **STEPHANIE HARTLE**, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **PT/OT CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/08/2016** through **05/26/2017**.

COMPENSATION: Total compensation under this contract is **\$48,178.21** to be paid in **24** installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: **10/1/2016**

BY: [Redacted]
STEPHANIE HARTLE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY P HILL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY P HILL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
KIMBERLY P HILL



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MEKEICHA L JACKSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MEKEICHA L JACKSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$53,860.16 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MEKEICHA L JACKSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CLAUDETTE B JENNINGS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CLAUDETTE B JENNINGS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,797.67 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CLAUDETTE B JENNINGS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MICAL JOHNSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MICAL JOHNSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,900.69 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MICAL JOHNSON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CATHY L JOHNSTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CATHY L JOHNSTON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,206.35 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
CATHY L JOHNSTON



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BRADLEY KILBURY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BRADLEY KILBURY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,230.29 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BRADLEY KILBURY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DEEDRA BYNUM LEE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DEEDRA BYNUM LEE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,390.43 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
DEEDRA BYNUM LEE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EDWINA MCRAE-MILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EDWINA MCRAE-MILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$53,757.14 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] EDWINA MCRAE-MILLER



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JESSICA A MOORE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JESSICA A MOORE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$43,351.87 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
JESSICA A MOORE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and EMERI S PEOPLES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ EMERI S PEOPLES , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$37,108.70 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
EMERI S PEOPLES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANITA M PRIDE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANITA M PRIDE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,622.27 to be paid in 24 installments.

Includes additional duty:
PAR INV FAC \$600.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ANITA M PRIDE



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIFFANY B RANDALL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIFFANY B RANDALL , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,922.66 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
TIFFANY B RANDALL



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KIMBERLY REEVES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KIMBERLY REEVES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,797.67 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
KIMBERLY REEVES



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ARIELLE E ROBINSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ARIELLE E ROBINSON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$39,292.78 to be paid in 23 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ARIELLE E ROBINSON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHERI L ROBUCK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHERI L ROBUCK , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,390.43 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
SHERI L ROBUCK



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARJEAN S ROWE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARJEAN S ROWE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
MARJEAN S ROWE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CYNTHIA D RUSSENBERGER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CYNTHIA D RUSSENBERGER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CYNTHIA D RUSSENBERGER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAUREN E SCOTT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAUREN E SCOTT , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$38,149.23 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
LAUREN E SCOTT



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and BECKY SHIMEK, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ BECKY SHIMEK, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$51,676.09 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
BECKY SHIMEK



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MEREDITH L SHIPMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MEREDITH L SHIPMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,716.61 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MEREDITH L SHIPMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and OLIVER L SHIPMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ OLIVER L SHIPMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$44,495.42 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
OLIVER L SHIPMAN



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SAMMYE L SMITH, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SAMMYE L SMITH, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
SAMMYE L SMITH



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LISA G SPORY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LISA G SPORY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$44,392.40 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
LISA G SPORY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARIA L STAMP, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARIA L STAMP, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$49,595.03 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARIA L STAMP



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and VICKI L STEADMAN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ VICKI L STEADMAN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$56,878.72 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
VICKI L STEADMAN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and TIFFANY TERRY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ TIFFANY TERRY , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$41,373.84 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
TIFFANY TERRY



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and STEPHANIE THOMPSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ STEPHANIE THOMPSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$35,027.65 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] STEPHANIE THOMPSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ROBIN D TIBBS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ROBIN D TIBBS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$50,635.56 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ROBIN D TIBBS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ANDREA J UMSTED, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ANDREA J UMSTED , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$46,473.45 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ANDREA J UMSTED



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SANDI WAYMIRE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SANDI WAYMIRE, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$40,333.31 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
SANDI WAYMIRE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and PAIGE JANA WHITE, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ PAIGE JANA WHITE , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$44,392.40 to be paid in 24 installments.
Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
PAIGE JANA WHITE



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SHEILA K WILLIAMS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SHEILA K WILLIAMS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$54,716.61 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
SHEILA K WILLIAMS



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and RHONDA F BANKS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ RHONDA F BANKS , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
RHONDA F BANKS



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DAWNLEY A BRYANT, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DAWNLEY A BRYANT, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$52,716.61 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
DAWNLEY A BRYANT



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and DREW C CAMP, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ DREW C CAMP, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$68,861.60 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
DREW C CAMP



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AMY F CLAXTON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AMY F CLAXTON, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$66,861.60 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
AMY F CLAXTON



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ERIKA L CONNELLY, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ERIKA L CONNELLY, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$48,029.09 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ERIKA L CONNELLY



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELISSA G FARRAR, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELISSA G FARRAR, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$55,838.20 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MELISSA G FARRAR



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KYLE M GRIFFIN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KYLE M GRIFFIN , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
KYLE M GRIFFIN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CHERYL L HALL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CHERYL L HALL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$31,011.14 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CHERYL L HALL



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and CONNIE JONES, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ CONNIE JONES, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
CONNIE JONES



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KRISTEN L MADDOX, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KRISTEN L MADDOX, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$57,941.22 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KRISTEN L MADDOX



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and SUSAN M MILLER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ SUSAN M MILLER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$65,718.05 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
SUSAN M MILLER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and KAREN L POWELL, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ KAREN L POWELL, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] KAREN L POWELL



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and LAUREN REYNOLDS, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ LAUREN REYNOLDS, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$36,068.18 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] LAUREN REYNOLDS



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMIE L RISTAINO, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMIE L RISTAINO, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,638.97 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMIE L RISTAINO



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and ELIZABETH D SPANN, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ ELIZABETH D SPANN, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,638.97 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
ELIZABETH D SPANN



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF
ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI
COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and AIMEE STEPP, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ AIMEE STEPP, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: **TEACHER CONTRACT**

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$60,022.27 to be paid in 24 installments.

Includes additional duty:
NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted]
AIMEE STEPP



BY: [Redacted]
School Board President

[Redacted]
Address

[Redacted]
Phone

BY: [Redacted]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MELINDA K THOMPSON, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MELINDA K THOMPSON , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$62,206.35 to be paid in 24 installments.

Includes additional duty: NATL TCH CERT \$2,000.00

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature] MELINDA K THOMPSON



BY: [Redacted Signature] School Board President

[Redacted Address] Address

[Redacted Phone] Phone

BY: [Redacted Signature] School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and MARY E WALTER, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ MARY E WALTER, EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$45,948.04 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
MARY E WALTER



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President

STATE OF ARKANSAS

SALARIED LICENSED EMPLOYEE CONTRACT

PULASKI COUNTY OF

School Year: 2016-2017

PARTIES: The North Little Rock School District, "DISTRICT", and JAMES W WOODARD, "EMPLOYEE", agree as follows:

EMPLOYMENT: The DISTRICT agrees to employ JAMES W WOODARD , EMPLOYEE, as provided herein:

SERVICE: EMPLOYEE agrees to perform services as follows: TEACHER CONTRACT

These services will be rendered in accordance with the policies set forth by the DISTRICT. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

TIME: The period of time covered by this contract is 192 days, from 08/08/2016 through 05/26/2017.

COMPENSATION: Total compensation under this contract is \$58,022.27 to be paid in 24 installments. Includes additional duty:

Furthermore, the DISTRICT is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of the DISTRICT are in effect at the time the EMPLOYEE's contract is signed or renewed and are incorporated as terms of this contract by reference and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The EMPLOYEE agrees that to conform to all the requirements, rules, regulations, and policies of the Board of Education. EMPLOYEE further agrees to keep the necessary records pertinent to this assignment. It is understood and agreed that a workshop, pre-school conference, or professional development may be set up by the administration prior to the opening date of school, and that attendance at this workshop or conference shall be considered a part of the number of days included in the working time of this contract.

CERTIFICATION: The EMPLOYEE certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The EMPLOYEE agrees to refund the DISTRICT any compensation received for which no services were rendered. (Arkansas Code Annotated 6-17-803)

TERMINATION: This contract may be terminated by either party pursuant to Arkansas Law. Additionally, failure to render satisfactory performance as an EMPLOYEE of the DISTRICT will be grounds for dismissal. Such failure may include but not be limited to the following: 1. Incompetency, 2. Loss of effectiveness, 3. Misconduct, 4. Failure to maintain a professional and cooperative relationship with other staff members, 5. Neglect of duty, 6. Insubordination, 7. Failure to meet legal and certification regulations, 8. Excessive absenteeism, and 9. Conviction of a misdemeanor or felony involving moral turpitude.

OTHER CONDITIONS: This contract is subject to the provisions of the Arkansas Teacher Excellence and Support System (Act 1209 of 2011). The EMPLOYEE agrees that all teaching assignments of the EMPLOYEE and shall be made by the Human Resources Department of the DISTRICT with approval of the Superintendent. The EMPLOYEE expressly agrees to accept assignment or reassignment to any school operated by the DISTRICT. Unless signed by EMPLOYEE and returned to the principal's office or to the Human Resources Department of the DISTRICT on or before 11/1/2016, this contract offer will expire. EMPLOYEE agrees to perform other duties as assigned by supervisor.

Given on: 10/1/2016

BY: [Redacted Signature]
JAMES W WOODARD



BY: [Redacted Signature]
School Board President

[Redacted Address]
Address

[Redacted Phone]
Phone

BY: [Redacted Signature]
School Board Vice President