

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Samie Hartney ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Six Thousand Twenty-Nine Dollars (\$ 76,029), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. BS+64.6. Salary based upon a base of \$74,029 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Samie Hartney CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Angela Adams (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy-One Thousand Four Hundred Sixty-Three Dollars (\$71,463) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Exp/ Level: 17. M+36. Salary based upon a base of \$67,963 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Angie Adams
TEACHER

Jeffrey D. Thompson, CHAIRMAN
BOARD OF DIRECTORS

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Angela Adams ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Six Thousand Dollars (\$ 6,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Angela Adams CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton Executive Director

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 1st day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School, Meridian, Idaho ("the School"), and Alisha Delamarian ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of Administrator so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of One year, beginning in the month and day of August 1st, year of 2026, through the month and day of July 30th, year of 2027, at a base salary of Ninety-One Thousand Seven Hundred Forty-Five Dollars (\$ 91,745) per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$ 7,645.42 on the 20th day of each month beginning in August, year of 2026, to July, year of 2027, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Meridian, Idaho on May 4, in the year 2026, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the first year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

IDVA CHARTER SCHOOL in ADA County, STATE OF IDAHO



ADMINISTRATOR



CHAIRMAN, BOARD OF DIRECTORS

Attest:



EXECUTIVE DIRECTOR

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 1st day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School, Meridian, Idaho ("the School"), and Amber Hatrock ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of 6-12 Principal so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of One year, beginning in the month and day of July 1st, year of 2026, through the month and day of June 30th, year of 2027, at a base salary of Ninety Six Thousand Seven Hundred Sixty-Four Dollars (\$ 96,764.00) per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$ 8063.67 on the 20th day of each month beginning in July, year of 2026, to June, year of 2027, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Meridian, Idaho on May 6, in the year 2026, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the first year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

IDVA CHARTER SCHOOL in ADA County, STATE OF IDAHO

Amber Hatrock ADMINISTRATOR

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton EXECUTIVE DIRECTOR

STATE OF IDAHO

CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and April Van Ausdal ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as E Sports Coach for school year 2026-2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in \$666.67 allotments in the IDVA October, December, and February payrolls for school year 2026-2027.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO



EMPLOYEE



By

BOARD OF DIRECTORS

, CHAIRMAN

Attest:


ADMINISTRATOR OF CLERK

STATE OF IDAHO

CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 3rd day of August year of 2026, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Aprill Van Ausdal ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as E Sports Coach for school year 2026-2027, at the compensation rate or fixed amount of Five Hundred Dollars (\$500.00) until this Contract has been fulfilled. Said compensation shall be paid in the ITCA May 2027 payroll to your direct deposit account or via check to your personal mailbox.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Aprill J Van Ausdal

EMPLOYEE

Jeffrey R. Thompson

BOARD OF DIRECTORS

CHAIRMAN

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 1st day of July, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School, Meridian, Idaho ("the School"), and Andrea Wells ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of Administrator so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of One year, beginning in the month and day of July 1st, year of 2026, through the month and day of June 30th, year of 2027, at a base salary of Eighty-Nine Thousand Two Hundred Thirty-One Dollars (\$ 89,231) per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$ 7435.92 on the 20th day of each month beginning in July, year of 2026, to June, year of 2027, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Meridian, Idaho on May 18, in the year 2026, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the first year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

IDVA CHARTER SCHOOL in ADA County, STATE OF IDAHO

Andrea Wells ADMINISTRATOR

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton EXECUTIVE DIRECTOR

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Esther Adcock ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Eight Hundred Ninety-Six Dollars (\$70,896), of which 1/12th shall be payable on the 20th day of the months July, year of 2026 to June year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 18. M+13(BA +62). Salary consists of a base of \$67,396 and \$3500 for a Masters + a PE.

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

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

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.

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

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

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

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

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Esther Adcock CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jesse Altsuler ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Five Hundred Twenty-Five Dollars (\$ 70,525), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+36. Salary based upon a base of \$67,025 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Jesse Altsuler CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____

Kelly Edginton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jesse Altsuler ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Six Thousand Dollars (\$ 6,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Jesse Altsuler

CERTIFIED PERSONNEL

Jeffrey P. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Daysha Anderson (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy-
Eight Thousand Twenty-Nine Dollars (\$78,079) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the school.
Experience Level: 28. BA + 63. Salary consists of a base of \$76,079 and \$2,000 for a BA+24 + PE.
2. Teaching assignment(s) Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Daysha Anderson

TEACHER

Jeffrey R. Thompson
By

BOARD OF DIRECTORS

, CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

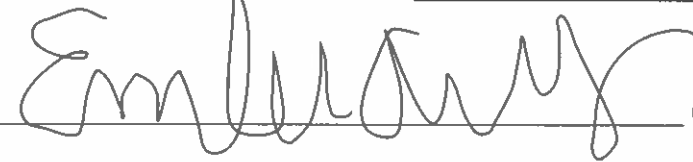
THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Emilee Andrus ("the Employee").

WITNESSETH:

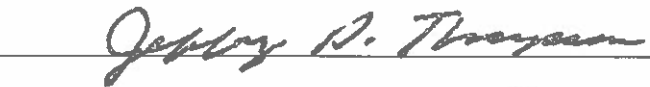
1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027. This contract has a condition that Ms. Andrus must pass the Educational Praxis in June of 2026.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

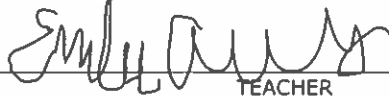
THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Emilee Andrus (The Teacher)

WITNESSETH:

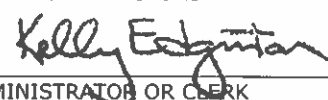
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-One Thousand Six Hundred Fifty-Three dollars (\$61,653) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 8. M+18 (BS+42) Salary has a base of \$58,153 + \$3500 for a Masters and PE. Contract comes with a condition. Ms. Andrus must pass the Education Praxis in June of 2026.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO


TEACHER

 , CHAIRMAN
BOARD OF DIRECTORS

Attest: 
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Rachele Asbury ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Nine Thousand Four Hundred Fifty-Nine Dollars (\$ 79,459), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. M+36 (BA+65). Salary based upon a base of \$75,959 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Rachele Asbury CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Mayleigh Barth ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Mayleigh Barth

Teacher

Jeffrey R. Thomsen

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Mayleigh Barth (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand One Hundred Sixty Dollars (\$52,160) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 03. BS+15 credits.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Mayleigh Barth
TEACHER

Jeffrey R. Thompson
By BOARD OF DIRECTORS, CHAIRMAN

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Maeli Bastian ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Four Thousand Three Hundred Fifty-Eight Dollars (\$ 74,358), of which 1/12th shall be payable on the 20th day of the months July, year of 2026 to June year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+36. Salary based upon a base of \$70,858 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL

Jeffrey N. Thomsen CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edginton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Cris Bauer ("the Certified Personnel").

WITNESSETH: The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Thousand Five Hundred Twenty-Two Dollars (\$ 80,522), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 26. M+36. Salary based upon a base of \$77,022 and \$3500 for a Masters + a PE.

1. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
2. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
3. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
4. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
5. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Cris Bauer

CERTIFIED PERSONNEL

ADMINISTRATOR OR CLERK Gabriel R. Thompson CHAIRMAN, BOARD OF DIRECTORS Attest: Kelly Edgerton

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and John Benson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Eight Thousand Two Hundred Thirty-Eight Dollars (\$ 68,238), of which 1/12th shall be payable on the 20th day of the months August , year of 2026 to July year of 2027 , inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+12. Salary based upon a base of \$64,738 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.
9. IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified personnel has executed the same all on the date first above written.

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Rebecca Bermensolo ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Twenty-Eight Dollars (\$ 77,028), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 26. BS+68. Salary based upon a base of \$75,028 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Rebecca Bermensolo

CERTIFIED PERSONNEL

Jeffrey R. Johnson

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Angel Beutler ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Two Thousand One Hundred Sixty-Two Dollars (\$ 72,162), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. BA+48. Salary based upon a base of \$70,162 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Angel Beutler CERTIFIED PERSONNEL

Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 6/4/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Michelle Boggs ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Six Thousand Three Hundred Fifty-Six Dollars (\$ 76,356), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. M+39. Salary based upon a base of \$72,856 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Michelle Boggs CERTIFIED PERSONNEL
Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Amy Botz ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Eight Thousand Four Hundred Ten Dollars (\$ 78,410), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+57. Salary based upon a base of \$74,910 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL

Gregory W. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Engstrom

ADMINISTRATOR OR CLERK

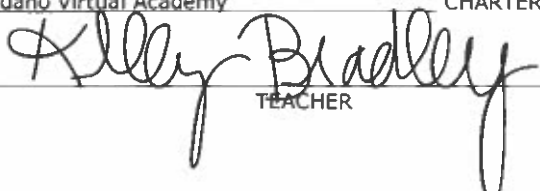
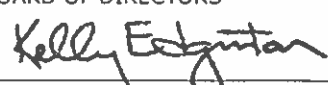
STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kelley Bradley (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Eight Thousand Six Hundred Fourteen Dollars (\$58,614) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level - 6. BS+52. Salary includes a base of \$56,614 and \$2,000 for a PE and a Bachelors +24 credits.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

<u>Idaho Virtual Academy</u>	CHARTER SCHOOL	<u>ADA</u>	COUNTY, STATE OF IDAHO
 TEACHER	By  BOARD OF DIRECTORS	CHAIRMAN	
	Attest:  ADMINISTRATOR OR CLERK		

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

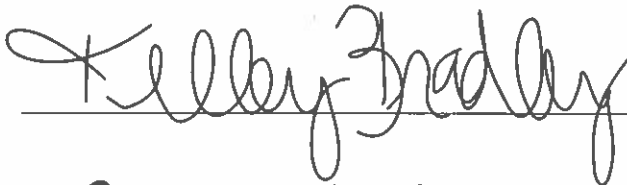
THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kelley Bradley ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2027, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Michaela Brandon (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty Thousand Eight Hundred Eighty Dollars (\$50,880) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 2. BS+0 credits.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Michaela Brandon
TEACHER

Jeffrey R. Thomsen, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Chasity Andreason (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Nine Thousand One Hundred Fifty-Two Dollars (\$59,152) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 9. BA+30 credits. Contract salary is a base of \$57,152 and \$2,000 for a professional endorsement + 24 credits.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Chasity Andreason
TEACHER

Jeremy R. Thompson, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Chasity Andreason ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, always, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
Chasity Andreason CERTIFIED PERSONNEL
Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS
Attest: Kelly Edgerton Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Susan Carns ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Eighty-One Thousand Six Hundred Thirty-One Dollars (\$ 81,600.31), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 31. M+37. Salary based upon a base of \$78,100.31 and \$3500 for a Masters + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Susan Carns CERTIFIED PERSONNEL
Jerry R. Thompson CHAIRMAN, BOARD OF DIRECTORS
Kelly Edgerton ADMINISTRATOR OR CLERK
 Attest: _____

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Carrie Chizum ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Six Thousand Twenty-Nine Dollars (\$ 76,029), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. BA+64. Salary based upon a base of \$74,029 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Carrie Chizum

CERTIFIED PERSONNEL

Jeffrey R. Thorsen

CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/1/20

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Christine Lake ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Five Hundred Twenty-Five Dollars (\$ 70,525), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16, Min: 45. Salary based upon a base of \$67,025 and \$3500 for a Masters - a PE.
2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
Christine Lake CERTIFIED PERSONNEL
Jeffrey D. Thompson CHAIRMAN, BOARD OF DIRECTORS
Kelly Edgerton
 Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Taryn Combes (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Seven Thousand Three Hundred Seventy-Six Dollars (\$67,376) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Experience Level – 14. M+0 (BA+69). Salary includes a base of \$63,876 and \$3500 for a Masters.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO



TEACHER

CHAIRMAN

BOARD OF DIRECTORS

By

Attest:


ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Taryn Combes ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Taryn Combes ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Taryn Combes Certified Personnel

Jeffrey R. Thompson Chairman, Board of Directors

Kelly Edgerton Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Samantha Cook (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-27 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Two Thousand Four Hundred Thirty-Eight Dollars (\$62,438) of which 1/12th shall be payable on the 20th day of the months of September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 8. M+15 (BA + 79). Salary consists of a base of \$58,938 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

TEACHER

 , CHAIRMAN

BOARD OF DIRECTORS

Attest:


ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Allie Cottle (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Eight Thousand Six Hundred Sixteen Dollars (\$58,616) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 5. BA+33 credits. Contract calculated on a base of \$55,116 and \$3500 for a Masters with a P.E.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Allie K. Cottle
TEACHER

Jeffrey B. Thompson, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Susan Davies ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Two Thousand Seven Hundred Twenty-Eight Dollars (\$ 72,728), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+4 (BA+71). Salary based upon a base of \$69,228 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Susan Davies CERTIFIED PERSONNEL
Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO

CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 10th day of August year of 2026, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Alisha Delamarian ("the Employee"),

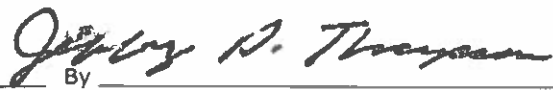
WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as ELA Service Provider for school year 2026-2027, at the compensation rate or fixed amount of Five Hundred Dollars (\$ 500.00) until this Contract has been fulfilled. Half of said compensation shall be paid in the ITCA September 2026 payroll and the 2nd half paid in the ITCA May 2027 payroll via check mailed to your personal mailbox.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA _____ CHARTER SCHOOL ADA _____ COUNTY, STATE OF IDAHO


EMPLOYEE


By _____, CHAIRMAN
BOARD OF DIRECTORS

Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Misty Dietz ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Seven Thousand Six Hundred Twelve Dollars (\$ 67,612), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 18. BA+36. Salary based upon a base of \$65,612 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Misty Dietz
Jeffrey R. Thompson

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edginton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and E Sean Dorris ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Nine Thousand Five Hundred Seventy Nine Dollars (\$ 79,579), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 28. M+10 (BA+60). Salary based upon a base of \$and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

E. Sean Dorris CERTIFIED PERSONNEL
Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Erin Edwards ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Eight Thousand Seventy-Nine Dollars (\$ 78,079), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 27. BS+67. Salary based upon a base of \$76,079 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Erin Edwards CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Elizabeth Lamie (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Three Thousand Four Hundred Seventy-Two Dollars (\$53,472) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 6. BA+8.5 credits.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Elizabeth Lamie
TEACHER

Jeremy R. Thompson, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Elizabeth Lamie ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of June, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Elizabeth Lamie CERTIFIED PERSONNEL

Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton Executive Director

**STATE OF IDAHO
CHARTER SCHOOL TEACHERS CONTRACT**

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Emily Wasemiller (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy Thousand Eight Hundred Ninety-Six Dollars (\$70,896) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 18. M+5 (BA+66) credits. Contract salary is at the base of \$67,396 and \$3,500 for a Masters + a Professional Endorsement.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Emily Wasemiller Jeremy P. Thompson
TEACHER By BOARD OF DIRECTORS, CHAIRMAN

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

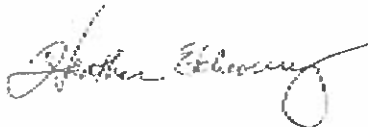
THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Heather Etcheverry (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Five Thousand One Hundred Sixty-One Dollars (\$65,161) of which 1/12th shall be payable on the 20th day of the months of September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 10. M+41 (BS+94). Salary consists of a base of \$61,661 and \$3500 for a Masters + PE.
2. Teaching assignment(s) Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO



TEACHER



BOARD OF DIRECTORS

CHAIRMAN



Attest:

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Carolyn Fabis ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Thousand Five Hundred Twenty-Two Dollars (\$ 80,522), of which 1/12th shall be payable on the 20th day of the months July, year of 2026 to June year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 26. M+36. Salary based upon a base of \$77,022 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Carolyn Fabis

CERTIFIED PERSONNEL

Jeffrey R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Angela Farnes ("the Certified Personnel").

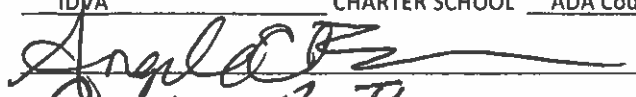
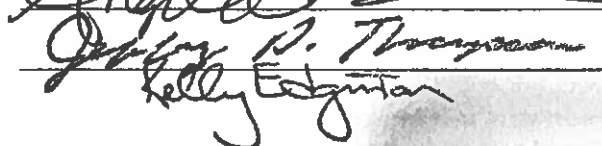
WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Three Thousand Six Hundred Sixty-Two Dollars (\$ 73,662), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. M+7 (BA+60) Salary based upon a base of \$70,162 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
 CERTIFIED PERSONNEL
 CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Rebecca Fisher ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Rebecca Fisher Certified Personnel

Jeremy R. Thompson Chairman, Board of Directors

Kelly Edgerton Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Rebecca Fisher ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Seven Thousand Three Hundred Seven-Six Dollars (\$ 77,376), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 23. M+36 (BA+65). Salary based upon a base of \$73,876 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Rebecca Fisher CERTIFIED PERSONNEL

James W. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Schuyler Fitzwater ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Eight Thousand Two Hundred Thirty-Eight Dollars (\$ 68,238), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 15. M+13 (BA+70). Salary based upon a base of \$64,738 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Schuyler Fitzwater CERTIFIED PERSONNEL
Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Lisa Frost ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Five Hundred Twenty-Nine Dollars (\$ 77,529), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. M+4 (BS+73). Salary based upon a base of \$74,029 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Lisa R Frost CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edginton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kathryn Gillespie ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Care Team Leader for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand and No Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September (\$1,000) in the year of 2026, and ending in the month of May (\$1,000) in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Kathryn Gillespie

CERTIFIED PERSONNEL

Jeremy P. Timmons

CHAIRMAN, BOARD OF DIRECTORS

Kelly Edgerton

Attest: _____ Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kathryn Gillespie ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Five Thousand Six Hundred Eighty-Six Dollars (\$ 65,686), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 14. M+4 (BA+41). Salary based upon a base of \$62,186 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Kathryn Gillespie, CERTIFIED PERSONNEL
Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kathryn Gillespie ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Kathryn Gillespie

Certified Personnel

Jeremy R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Shelby Givan (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Five Thousand Six Hundred Eighty-Six Dollars (\$65,686) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 12. M+8 (BA+95). Salary consists of a base of \$62,186 and \$3500 for a Masters + a PE.
2. Teaching assignment(s) Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Shelby Givan Jeremy R. Thompson

By

TEACHER

, CHAIRMAN

BOARD OF DIRECTORS

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Shanda Glover (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty Thousand One Hundred Fourteen Dollars (\$60,114) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 7. M+6 (BA+38). Salary consists of a base of \$56,614 and \$3500 for a Masters + a PE.
2. Teaching assignment(s) Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO



TEACHER



BOARD OF DIRECTORS

CHAIRMAN

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Shelby Goldberg (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Nine Thousand Eight Hundred Ninety-Five Dollars (\$59,895) of which 1/12th shall be payable on the 20th day of the months of September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 10. BA + 24. Salary consists of a base of \$57,895 and \$2,000 for a BA+24 + a PE.
2. Teaching assignment(s): Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Shelby Goldberg TEACHER BY Jeffrey R. Thompson BOARD OF DIRECTORS, CHAIRMAN
Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kristy Green ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Six Thousand One Hundred Ninety-Eight Dollars (\$ 66,198), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 18. BA+29. Salary based upon a base of \$64,198 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Kristy Green
Jeffrey R. Thompson CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Mallory Griffith ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-One Thousand Four Hundred Sixty-Three Dollars (\$ 71,463), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 17. M+ 74. Salary based upon a base of \$67,963 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL

Gregory W. Thomsen CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Danette Thompson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Five Thousand Eight Hundred Seventy Six Dollars (\$ 65,876), of which 1/12th shall be payable on the 20th day of the month August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 1S, BA+49, Salary based upon a base of \$63,876 and \$2,000 for a BA+24 + PE.
2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVACHARTER SCHOOLABA CountySTATE OF IDAHODanette Thompson
CERTIFIED PERSONNELKelly Edgerton
CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Benjamin Henderson (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy Thousand Five Hundred Twenty-Five Dollars (\$70,525) of which 1/12th shall be payable on the 20th day of the months of September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 16. M+61. Salary consists of a base of \$67,025 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Benjamin C. Henderson
TEACHER

Jeffrey N. Thomsen
By _____, CHAIRMAN
BOARD OF DIRECTORS

Kelly Edgerton
Attest: _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Mari Hoskins (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Nine Hundred Forty-Three Dollars (\$52,943) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 2. M+0 (BA+47). R2 on the professional endorsement career ladder.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Mari Hoskins
TEACHER

Jeremy N. Thompson
By _____, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tamara Hutton ("the Certified Personnel").

WITNESSE:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Five Thousand Three Hundred Fifty Dollars (\$ 75,350), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. M+ 44. Salary based upon a base of \$71,850 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Tamara Hutton CERTIFIED PERSONNEL

Jeremy N. Thompson CHAIRMAN, BOARD OF DIRECTORS

Kelly Edgerton

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Rebecca Ipsen ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Twenty-Nine Dollars (\$ 77,029), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. BS+66. Salary based upon a base of \$74,029, \$2,000 for a BA+24 + PE, and a \$1000 stipend for Occupational Specialist.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Decky Gossin

CERTIFIED PERSONNEL

Jeremy R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kellsie Kater ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Six Thousand Three Hundred Fifty-Six Dollars (\$ 76,356), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. M+54. Salary based upon a base of \$72,856 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
Kellsie Kater CERTIFIED PERSONNEL
Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved Kelly Edgerton
Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Sarah Knight (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy-Four Thousand Three Hundred Fifty-Eight Dollars (\$74,358) of which 1/12th shall be payable on the 20th day of the months of September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 20. M+37. Salary consists of a base of \$70,858 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

TEACHER

Jeffrey R. Thompson, CHAIRMAN
BOARD OF DIRECTORS
Kelly Esten
Attest: _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Sarah Knight ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2026, and ending in the month of August in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Amy Kremin (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Three Thousand Six Hundred Fifty-Seven Dollars (\$53,657) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level - 3. BS+36.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Amy Kremin
TEACHER

Jessie R. Thompson, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jessica Lecertua ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-One Thousand Four Hundred Sixty-Three Dollars (\$ 71,463), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 17. M+38. Salary based upon a base of \$67,963 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL

James W. Thorsen

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jessica Lecertua ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Master Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Seven Thousand Dollars (\$ 7,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Jessica Lecertua

Certified Personnel

Jeremy N. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jessica Lecertua ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Six Thousand Dollars (\$ 6,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Jessica Lecertua

CERTIFIED PERSONNEL

Jeremy R. Thomsen

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Elizabeth Lemons ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Elizabeth Lemons ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Five Hundred Twenty-Five Dollars (\$ 70,525), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+36. Salary based upon a base of \$67,025 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



ELIZABETH LEMONS CERTIFIED PERSONNEL

SDE Reviewed and Approved 4/3/2017

Gregory M. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Nicholas Lugo (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Three Thousand Four Hundred Seventy Dollars (\$63,470) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 8. M+36 credits. Contract salary is a base of \$59,970 and \$3500 for a Masters + professional endorsement.

2. Teaching assignment(s): As Assigned

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

3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Nicholas Lugo
TEACHER

Jeremy P. Thompson By , CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton

ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Norma Malloy ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Five Thousand Dollars (\$ 5,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2026, and ending in the month of August in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Norma Malloy CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Norma Malloy (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty Thousand Eight Hundred Seventy-Eight Dollars (\$60,878) of which 1/12th shall be payable on the 20th day of the months September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Experience Level 6. BS+ 60. M+0. Contract includes a base of \$57,378 and \$3500 for a Masters with a professional Endorsement.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Norma Malloy TEACHER By Jeffrey R. Thompson BOARD OF DIRECTORS, CHAIRMAN

Attest: _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Mary Martin (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand One Hundred Sixty Dollars (\$52,160) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level – 3. BS + 0.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Mary Martin

TEACHER

Joseph R. Thompson
By

BOARD OF DIRECTORS

CHAIRMAN

Attest:

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Mary Martin ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
- Contract is prorated for the remainder of the school year.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Mary Martin

Certified Personnel

Jeremy D. Thomsen

Chairman, Board of Directors

Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Michelle Mattson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Five Thousand Five Hundred Seventy Dollars (\$ 75,570), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 23. M+4 (BS+100). Salary based upon a base of \$72,070 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Michelle Mattson CERTIFIED PERSONNEL
Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Ashley McCurdy ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Nine Thousand One Hundred Fifty-Two Dollars (\$ 59,152), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 9. BS+25. Salary has a base of \$57,152 plus \$2,000 for a BS+24 and a professional endorsement.

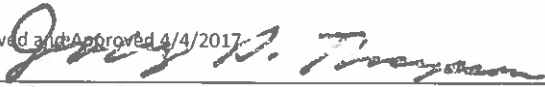
2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Lisbeth Monroe (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Six Thousand Five Hundred Twenty-Five Dollars (\$66,525) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 14. M+4 (BS+48). Salary consists of a base of \$63,025 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

TEACHER



BOARD OF DIRECTORS

CHAIRMAN

Attest:

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Lisbeth Monroe ("the Employee").

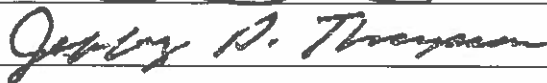
WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Megan Moran-Penrod ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Four Thousand Three Hundred Fifty-Eight Dollars (\$ 74,358), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+41. Salary based upon a base of \$70,858 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
Megan Moran-Penrod CERTIFIED PERSONNEL
Jeffrey R. Freeman CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Emily Orchard ("the Certified Personnel").

WITNESSETH:

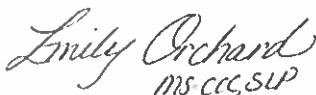
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Eight Thousand Four Hundred Ten Dollars (\$ 78,410), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+37 (BS+73). Salary based upon a base of \$74,910 and \$3500 for a Masters + a PE.

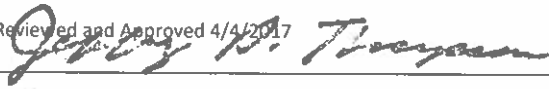
2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO


ms CCC, SUP

CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Emily Orchard ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Speech Language Pathologist for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Fourteen Thousand Dollars (\$ 14,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.

Contract consists of a stipend for SLP or \$12,000 and a stipend of \$2,000 for Special Education.

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Emily Orchard
MS CCC, SLP

Certified Personnel

Jeffrey R. Thompson

Chairman, Board of Directors

Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Megan Orias ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Eight Thousand Four Hundred Ten Dollars (\$ 78,410), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+77. Salary based upon a base of \$74,910 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

 CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Chelsea Pelton (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Eight Thousand Two Hundred Thirty-Eight Dollars (\$68,238) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 15. M+19 (BS+79). Salary consists of a base of \$64,738 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Chelsea Pelton

TEACHER

Jeffrey R. Thompson
By

BOARD OF DIRECTORS

CHAIRMAN

Attest: _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Chelsea Pelton ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Six Thousand Dollars (\$ 6,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Chelsea Pelton

CERTIFIED PERSONNEL

Jeremy R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Lisa Percifield ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Four Thousand Six Hundred Ten Dollars (\$ 74,610), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+9. Salary based upon a base of \$71,110 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Lisa R Percifield

CERTIFIED PERSONNEL

Jeremy D. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____  _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Ellen Peterson (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-27 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Six Thousand Five Hundred Twenty-Five Dollars (\$66,525) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 14. M+12 (BA+48) credits. Contract salary is a base of \$63,025 and \$3,500 for a Masters and a professional endorsement.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Ellen Peterson
TEACHER

Joseph R. Thompson, CHAIRMAN
BOARD OF DIRECTORS
Kelly Edgerton
Attest: ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Ellen Peterson ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Ellen Peterson

Certified Personnel

Jeremy R. Timmons

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Deborah Pitassi (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Seven Thousand Three Hundred Seventy-Six Dollars (\$67,376) of which 1/12th shall be payable on the 20th day of the months September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 14. M+5 (BS+70). Salary includes a base of \$63,876 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO


TEACHER

 CHAIRMAN
BOARD OF DIRECTORS

Attest: 
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Deborah Pitassi ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2026, and ending in the month of August in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kristi Poole ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand One Hundred Twelve Dollars (\$ 69,112), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+ 0 (BA+81). Salary based upon a base of \$65,612 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Kristi Poole CERTIFIED PERSONNEL

Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 27th day of July, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kristi Poole ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Group 6-12 Master Teacher for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Seven Thousand Dollars (\$ 7,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kristi Poole ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Group 6-12 Master Teacher for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Seven Thousand Dollars (\$ 7,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Loretta Poxleitner (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Four Thousand Forty Dollars (\$64,040) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 11. M+15. Salary consists of a base of \$60,540 and \$3500 for a Masters + a PE.
2. Teaching assignment(s): Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO


TEACHER


By _____, CHAIRMAN
BOARD OF DIRECTORS

Attest: 
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Loretta Poxleitner ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Counselor for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Six Thousand Dollars (\$ 6,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Loretta Poxleitner CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Sari Stewart ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Three Hundred Ninety-Six Dollars (\$ 69,396), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 19. BA+48. Salary based upon a base of \$67,396 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
Sari Stewart CERTIFIED PERSONNEL
Jeremy B. Thompson CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Adrienne Shilling ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Nine Thousand Four Hundred Fifty-Nine Dollars (\$ 79,459), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. M+37. Salary based upon a base of \$75,959 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Adrienne Shilling

CERTIFIED PERSONNEL

Gregory R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2007

Attest: _____

Kelly Edginton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kayla Stookey ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Five Hundred Twenty-Five Dollars (\$ 70,525), of which 1/12th shall be payable on the 20th day of the months July, year of 2026 to June year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+54. Salary based upon a base of \$67,025 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL

SDE Reviewed and Approved 4/4/2017
Gregory M. Thomsen

CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kayla Stookey ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of July in the year of 2026, and ending in the month of June in the year of 2027.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and No'el Tew ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Two Thousand One Hundred Sixty-Two Dollars (\$ 72,162), of which 1/12th shall be payable on the 20th day of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. BA+63. Salary based upon a base of \$70,162 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Noel M. Tew CERTIFIED PERSONNEL
Jeffrey R. Thomsen CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Patricia Thomas (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand Eight Hundred Twelve Dollars (\$54,812) of which 1/12th shall be payable on the 20th day of the months of July year of 2026 to June year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 5. BA+2. Contract is calculated on a base of \$52,812 and a \$2,000 stipend to meet minimums on the career ladder.
2. Teaching assignment(s) Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO



TEACHER



By

BOARD OF DIRECTORS

CHAIRMAN



Attest:

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Danette Thompson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Five Thousand Eight Hundred Seventy-Six Dollars (\$ 65,876), of which 1/12th shall be payable on the 20th day of the month August, year of 2026 to July, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 15: BA+39. Salary based upon a base of \$63,876 and \$2,000 for a BA+24 + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-523, Idaho Code.

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

IDVA

CHARTER SCHOOL

ADA County

STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jessica Trudeau (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand Eight Hundred Seventeen Dollars (\$54,817) of which 1/12th shall be payable on the 20th day of the months of September year of 2026 to August year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 7. BA+5. Salary calculated in column two of salary scale to meet minimums on the career ladder.
2. Teaching assignment(s) Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Jessie Trudeau

TEACHER

Jeffrey R. Thayer

By

BOARD OF DIRECTORS

CHAIRMAN

Kelly Edgerton

Attest:

ADMINISTRATOR OR CLERK

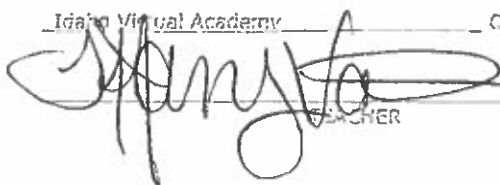
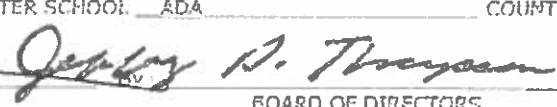
**STATE OF IDAHO
CHARTER SCHOOL TEACHERS CONTRACT**

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tiffany Valentine (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand One Hundred Sixty Dollars (\$52,160) of which 1/12th shall be payable on the 20th day of the months August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School Experience Level 4. SA+7.
2. Teaching assignment(s): As Assigned and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO
 TEACHER
 CHAIRMAN
BOARD OF DIRECTORS
Attest:  ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tiffany Valentine ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Special Education Teacher for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Two Thousand Dollars (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, always, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO
Tiffany Valentine CERTIFIED PERSONNEL
George R. Thompson CHAIRMAN, BOARD OF DIRECTORS
 Attest: Kelly Edgerton Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Aprill Van Ausdal (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Eight Thousand Two Hundred Thirty-Eight Dollars (\$68,238) of which 1/12th shall be payable on the 20th day of the months of August year of 2026 to July year of 2027 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 15. M+0 (BS+60). Salary based upon a base of \$64,738 and \$3,500 for a Masters and a PE.
2. Teaching assignment(s) As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO



TEACHER

By  CHAIRMAN

BOARD OF DIRECTORS

Attest: 
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August, year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tami Waski ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Five Thousand Three Hundred Fifty Dollars (\$ 75,350), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. M+37. Salary based upon a base of \$71,850 and \$3500 for a Masters + a PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Tami Waski
Jessie R. Thompson CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tami Waski ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Group K-5 Master Teacher for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Seven Thousand Dollars (\$ 7,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, always, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

T. Waski Certified Personnel

Jeremy R. Thayer Chairman, Board of Directors

Kelly Edgerton Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 27th day of July year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tami Waski ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Group K-5 Master Teacher for a period of 201 days, beginning on the 27th day of July, in the year of 2026, and extending to the 2nd day of June, in the year of 2027, at the compensation rate or fixed amount of Seven Thousand Dollars (\$ 7,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.
2. The Employee will, always, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

T. Waski Certified Personnel

Jeremy R. Thomsen Chairman, Board of Directors

Kelly Edgerton Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jodee Sisson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Eighty -One Thousand Six Hundred Thirty One Dollars (\$ 81,600.31), of which 1/12th shall be payable on the 20th day of the months August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 27. M+36. Salary based upon a base of \$78,100.31 and \$3500 for a Masters + PE.

2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Jodee Sisson CERTIFIED PERSONNEL
Jeffrey D. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/1/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 3rd day of August year of 2026, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jodee Sisson ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Psychologist for a period of 193 days, beginning on the 3rd day of August, in the year of 2026, and extending to the 27th day of May, in the year of 2027, at the compensation rate or fixed amount of Eleven Thousand Dollars (\$ 11,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 20th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of August in the year of 2026, and ending in the month of July in the year of 2027.

Contract consists of a stipend for SLP of \$9,000 and a stipend of \$2,000 for Special Education.

2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO

Jodee Sisson

Certified Personnel

Jeremy R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

