

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 August year of 2025 to July year of 2026 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. 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

Angela Adams
TEACHER

Jessie B. Thorsen
By _____, CHAIRMAN
BOARD OF DIRECTORS

Kelly Edgerton
Attest: _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th day of July year of 2025, 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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Ang 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 2025, by and between Idaho Virtual Academy (IDVA) Charter School, Meridian, Idaho ("the School"), and Alisha Delamarian ("the Administrator").

WITNESSETH:

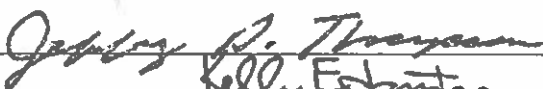
1. That the School hereby employs said Administrator to perform the duties of Administrator so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of One year, beginning in the month and day of August 1st, year of 2025, through the month and day of July 30th, year of 2026, at a base salary of Eighty-Nine Thousand Nine Hundred Forty-Six Dollars (\$ 89,946.00) 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 \$ 7,495.50 on the 20th day of each month beginning in August, year of 2025, to July, year of 2026, 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 13, in the year 2025, 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 2025, 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 2025, through the month and day of June 30th, year of 2026, at a base salary of Ninety Four Thousand Eight Hundred Sixty-Six Dollars (\$ 94,866.00) 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 \$ 7905.50 on the 20th day of each month beginning in July, year of 2025, to June, year of 2026, 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 13, in the year 2025, 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

Jeffery R. Thorsen

CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edginton

EXECUTIVE DIRECTOR

STATE OF IDAHO

CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 4th day of August year of 2025, 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 2025-2026, 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 2025-2026..
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



CHAIRMAN
BOARD OF DIRECTORS

Attest:


ADMINISTRATOR OR CLERK

STATE OF IDAHO

CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 4th day of August year of 2025, 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 2025-2026, 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 2026 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



EMPLOYEE



BOARD OF DIRECTORS

CHAIRMAN

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 1st day of July year of 2025, 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 2025, through the month and day of June 30th, year of 2026, at a base salary of Eighty-Seven Thousand Four Hundred Eighty-One Dollars (\$ 87,481.00) 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 \$ 7290.08 on the 20th day of each month beginning in July, year of 2025, to June, year of 2026, 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 13, in the year 2025, 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 4th day of August year of 2025, 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 2025-2026 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 Nine Hundred Ninety-Eight Dollars (\$ 69,998), of which 1/12th shall be payable on the 20th day of the months July, year of 2025 to June year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 17. M+12(BA +61). Salary consists of a base of \$66,498 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

SDE Reviewed and Approved 4/4/2017

Attest: _____

ADMINISTRATOR OR CLERK

Kelly Edgerton

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Six Hundred Dollars (\$ 69,600), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 15. M+36. Salary based upon a base of \$66,100 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. Thorsen CHAIRMAN, BOARD OF DIRECTORS

Attest: _____
Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th day of July year of 2025, 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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Jesse Altsuler CERTIFIED PERSONNEL

Jessie R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher 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 of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 27. BA + 63. Salary consists of a base of \$75,028 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

Daysha Anderson

TEACHER

Jeffrey R. Thompson
BOARD OF DIRECTORS

CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Mayleigh Barth

Teacher

Jeffrey R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 02. 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

Mayleigh Barth
TEACHER

Jeffrey R. Treisman, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Three Hundred Eighty Dollars (\$ 73,380), of which 1/12th shall be payable on the 20th day of the months July, year of 2025 to June year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 19. M+36. Salary based upon a base of \$69,880 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 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 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Cris Bauer ("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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. M+36. 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

Cris Bauer CERTIFIED PERSONNEL

Jeffrey A. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 10/1/2017
Attest: Kelly Edginton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Three Hundred Seventy-Six Dollars (\$ 67,376), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 15. M+12. Salary based upon a base of \$63,876 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

John Benson CERTIFIED PERSONNEL

John R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 2025-2026 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 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. BS+68. 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

Rebecca Bermensolo

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 4th day of August, year of 2025, 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 2025-2026 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 Two Hundred Twenty-Eight Dollars (\$ 71,228), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. BA+48. Salary based upon a base of \$69,228 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

Jeffrey R. Thayer

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. M+39. Salary based upon a base of \$71,858 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 R. Thoyson CHAIRMAN, BOARD OF DIRECTORS
Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Seventy-Six Dollars (\$ 77,376), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 23. M+42. 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



CERTIFIED PERSONNEL

Joseph 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 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Cindy Bovey ("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 2025-2026 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 August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 33. BA+86. 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

Cindy Bovey CERTIFIED PERSONNEL
Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/17/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Seven Thousand Eight Hundred Sixty Dollars (\$57,860) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level - 5. BS+52. Salary includes a base of \$55,860 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.

Idaho Virtual Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Kelley Bradley
TEACHER

Jeffrey N. Thomsen
By _____, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

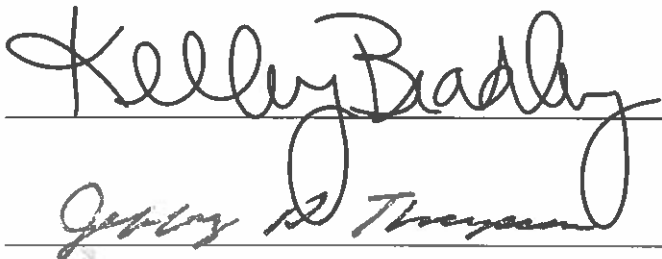
THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Kelley Bradley ("the Employee").

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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty Thousand Two Hundred Fifty-Two Dollars (\$50,252) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Experience Level 01. 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


TEACHER

 , CHAIRMAN

BOARD OF DIRECTORS

Attest: 
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Six Hundred Dollars (\$ 69,600), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Exp. Level: 15. M+45. Salary based upon a base of \$66,100 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

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 4th day of August year of 2025, 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 2025-2026 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 September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 30. M+37. 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

Susan Carns

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 4th day of August year of 2025, 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 2025-2026 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 Forty-Two Dollars (\$ 75,042), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. BA+64. Salary based upon a base of \$73,042 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. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level - 13. M+0 (BA+65). Salary includes a base of \$63,025 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

Jeffrey R. Thompson

BOARD OF DIRECTORS

, CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Taryn Combes Certified Personnel

Jeffrey R. Thompson Chairman, Board of Directors

Kelly Edgerton Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

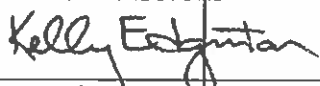
THIS CONTRACT, made this 4th day of August year of 2025 by and between Idaho Virtual Academy (IDVA)
Charter School in Meridian, Idaho ("the School"), and Samantha Cook (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 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 of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 7. M+0 (BA + 64). Salary consists of a base of \$58,153 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

	 By _____, CHAIRMAN	
TEACHER	BOARD OF DIRECTORS	
	 Attest: _____ ADMINISTRATOR OR CLERK	

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand Three Hundred Eighty-Two Dollars (\$54,382) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 4. BA+33 credits. Contract amount is based upon teacher's current status as an R3 on the Career Ladder. It is anticipated that the contract will be amended to a base of \$54,382 + \$3500 for a Masters and a professional endorsement this summer as soon as the SDE updates her career ladder status.
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 Cottle

TEACHER

Jeffrey P. Thompson

CHAIRMAN
BOARD OF DIRECTORS

Attest

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Eight Hundred Six Dollars (\$ 71,806), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 19. M+4 (BA+71). Salary based upon a base of \$68,806 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 11th day of August year of 2025, 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 2025-2026, at the compensation rate or fixed amount of Two Hundred Fifty Dollars (\$ 250.00) until this Contract has been fulfilled. Said compensation shall be paid in the ITCA September 2025 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



EMPLOYEE



BOARD OF DIRECTORS, CHAIRMAN

Attest: _____


ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Seven Hundred Thirty-Eight Dollars (\$ 66,738), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 17. BA+36. Salary based upon a base of \$64,738 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

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 4th day of August year of 2025, 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 2025-2026 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 Five Hundred Twenty-Eight Dollars (\$ 78,528), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 27. M+10 (BA+60). Salary based upon a base of \$75,028 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

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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
Emilee Andrus CERTIFIED PERSONNEL
Justin P. Thompson CHAIRMAN, BOARD OF DIRECTORS
 Attest: Kelly Edgerton Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Six Thousand Six Hundred Fourteen Dollars (\$56,614) of which 1/12th shall be payable on the 20th day of the month August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 7. 8S+36 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

Emilee Andrus
TEACHER

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 4th day of August year of 2025, 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 2025-2026 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 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 26. BS+64. 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

Erin Edwards

CERTIFIED PERSONNEL

Jeffrey R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/1/20

Attest: _____



ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

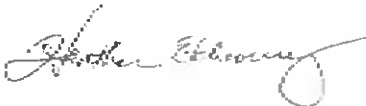
THIS CONTRACT, made this 4th day of August year of 2025 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Heather Etcheverry (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Three Thousand Two Hundred Thirty-Four Dollars (\$63,234) of which 1/12th shall be payable on the 20th day of the months of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Experience Level: 9. M+25 (BS+78). Salary consists of a base of \$59,734 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



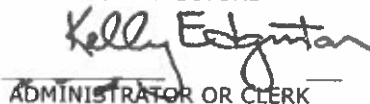
TEACHER



BOARD OF DIRECTORS

, CHAIRMAN

Attest: _____


ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Carolyn Fabis ("the Certified Personnel").

WITNESSETH:

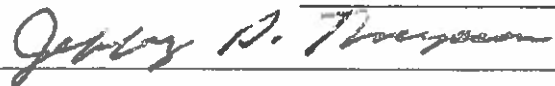
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Nine Thousand Four Hundred Fifty-Nine Dollars (\$ 79,459), of which 1/12th shall be payable on the 20th day of the months July, year of 2025 to June year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 25. M+36. 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

 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 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+7 (BA+60) 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
Angela Farnes 5/22/25 CERTIFIED PERSONNEL
Jeffrey P. Thompson CHAIRMAN, BOARD OF DIRECTORS
 Attest: Kelly Eginton ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Rachele Fischer ("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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+36 (BA+84). 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

Rachele Fischer

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 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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

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 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. M+36 (BA+65). 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

Rebecca Fisher CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Three Hundred Seventy-Six Dollars (\$ 67,376), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 14. M+13 (BA+70). Salary based upon a base of \$63,876 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

Schuyler Fitzwater 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 4th day of August year of 2025, 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 2025-2026 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 Five Hundred Forty-Two Dollars (\$ 76,542), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+2 (BS+71). Salary based upon a base of \$73,042 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 Frost 5/30/25 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 9/4/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Four Thousand Eight Hundred Fifty-Seven Dollars (\$ 64,857), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 13. M+4 (BA+41). Salary based upon a base of \$61,357 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

Greg W. Thynum

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Kathryn Gillespie

Certified Personnel

Jeffrey R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Four Thousand Eight Hundred Fifty-Seven Dollars (\$64,857) of which 1/12th shall be payable on the 20th day of the months of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 11. M+8 (BA+95). Salary consists of a base of \$61,357 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

TEACHER

By *Jeffrey P. Thompson*, CHAIRMAN
BOARD OF DIRECTORS

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Nine Thousand Three Hundred Sixty Dollars (\$59,360) of which 1/12th shall be payable on the 20th day of the months of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 6. M+4 (BA+36). Salary consists of a base of \$55,860 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



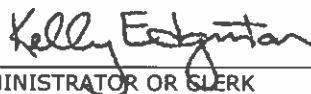
TEACHER



BOARD OF DIRECTORS

CHAIRMAN

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 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 of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 9. BA + 24. Salary consists of a base of \$57,152 and \$2,000 for a BA+24 + 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

Shelby Goldberg
TEACHER

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 4th day of August year of 2025, 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 2025-2026 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 Three Hundred Seventy-Four Dollars (\$ 65,374), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 17. BA+29. Salary based upon a base of \$63,374 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 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 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Mallory Griffith ("the Certified Personnel").

WITNESSETH:

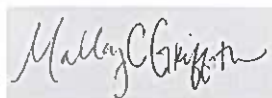
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Five Hundred Twenty-Five Dollars (\$ 70,525), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+ 74. 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

Jeremy N. Thorsen

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Brittany Holloway ("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 2025-2026 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 August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. M+ 22 (BA+70). 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



CERTIFIED PERSONNEL

Jeremy D. Thomsen CHAIRMAN, BOARD OF DIRECTORS

Attest: *Kelly Edgerton* ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th day of July year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Brittany Holloway ("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 Master Teacher for a period of 201 days, beginning on the 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Brittany Holloway

Certified Personnel

Jeffrey R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Brittany Holloway ("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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Two Hundred Thirty-Seven Dollars (\$52,237) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Experience Level 1. BA+47 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

Mari Hoskins
TEACHER

BOARD OF DIRECTORS

Jeremy B. Thompson
CHAIRMAN

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: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Tamara Hutton ("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 2025-2026 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 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+ 44. 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

Tamara Hutton

CERTIFIED PERSONNEL

Joseph R. Brown

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Forty-Two Dollars (\$ 76,042), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. BS+65. Salary based upon a base of \$73,042, a \$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
Rebecca Ipsen _____ CERTIFIED PERSONNEL
Kelly Edgerton _____ CHAIRMAN, BOARD OF DIRECTORS
Joseph S. Anderson _____

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 1st day of July, year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School, Meridian, Idaho ("the School"), and Keri Brown ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of K-5 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 2025, through the month and day of June 30th, year of 2026, at a base salary of Ninety-Eight Thousand Eight Hundred Forty-Two Dollars (\$ 98,842.00) 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 \$ 8236.83 on the 20th day of each month beginning in July, year of 2025, to June, year of 2026, 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 13, in the year 2025, 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

Keri Brown

ADMINISTRATOR

Jeremy R. Thomsen

CHAIRMAN, BOARD OF DIRECTORS

Kelly Edgerton

EXECUTIVE DIRECTOR

Attest: _

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 21. M+52. 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

Kellsie Kater CERTIFIED PERSONNEL

Jeremy R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy-Three Thousand Three Hundred Eighty Dollars (\$73,380) of which 1/12th shall be payable on the 20th day of the months of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 19. M+37. Salary consists of a base of \$69,880 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 B. Thorsen

BOARD OF DIRECTORS

, CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of August in the year 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 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Amy Kremlin (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 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 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level – 2. 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 Kremlin 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 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 16. M+38. 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

Jessica Lecertua

CERTIFIED PERSONNEL

Jeffrey R. Thorsen

CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th day of July year of 2025, 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 28th day of July, in the year of 2024, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Jessica Lecertua

Certified Personnel

Jeffrey R. Thorsen

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th day of July year of 2025, 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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Jessica Lecertua

CERTIFIED PERSONNEL

Jeremy R. Thomsen

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Serafina Magness (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Eight Hundred Twelve Dollars (\$52,812) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 4. BA+12 credits. R3 on the 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

Serafina Magness 07/14/2025

TEACHER

Jeffrey D. Thompson
By

BOARD OF DIRECTORS

, CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 18th day of August year of 2025, 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 186 days, beginning on the 18th day of August, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, at the compensation rate or fixed amount of Three Thousand Seven Hundred Two Dollars (\$ 3,702 (prorated)) 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 2025, and ending in the month of August in the year of 2026.

Supplemental contract is prorated for 186 days. Regular counselor stipend would be \$4,000 for 201 days.

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

Joseph N. Thomsen CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 18th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 186 days, and agrees to pay the Teacher for said services a sum of Fifty- Four Thousand Five Hundred Sixty-One Dollars (\$54,561) of which 1/12th shall be payable on the 20th day of the months September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 5. BS+ 60. Contract has a base of \$56,614 which is prorated for 186 days. If SDE grants her a professional endorsement on the career ladder, we will amend the contract to account for her 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 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

Jeffrey N. Thorsen

CHAIRMAN
BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 5. BS+ 60. M+0. Contract includes a base of \$56,614 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

Jessy R. Thorsen, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-One Thousand Five Hundred Sixteen Dollars (\$51,516) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level = 2. 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

Jeffrey W. Thompson
By _____, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year of 2026.
- 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

Jeffrey D. Thorsman Chairman, Board of Directors

Kelly Edgerton Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. M+0 (BS+96). 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

Michelle Mattson

CERTIFIED PERSONNEL

Jeffrey D. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Brandi McChesney ("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 4th day of August in the year of 2025, and extending to the 29th day of May in the year of 2026, 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 September in the year of 2025, and ending in the month of August in the year of 2026.
- 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

Brandi McChesney

Certified Personnel

Jeffrey R. Thorsman

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Brandi McChesney (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy-Eight Thousand Five Hundred Twenty-Eight Dollars (\$78,528) of which 1/12th shall be payable on the 20th day of the months of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 26. M+8 (BS+79). Salary consists of a base of \$75,028 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

Brandi McChesney
TEACHER

By Jeremy R. Thompson, CHAIRMAN
BOARD OF DIRECTORS

Attest: Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Brandi McChesney (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Seventy-Eight Thousand Five Hundred Twenty-Eight Dollars (\$78,528) of which 1/12th shall be payable on the 20th day of the months of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 26. M+8 (BS+79). Salary consists of a base of \$75,028 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

Brandi McChesney
TEACHER

Jeffrey R. 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 4th day of August year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Five Thousand Five Hundred Three Dollars (\$ 55,503), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 8. BS+21.
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

Ashley McCurdy CERTIFIED PERSONNEL

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Megan Moran ("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 2025-2026 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 Three Hundred Eighty Dollars (\$ 73,380), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 19. M+41. Salary based upon a base of \$69,880 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 _____ 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 5th day of August year of 2024, 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 2024-2025 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 Eight Hundred Five Dollars (\$ 71,805), of which 1/12th shall be payable on the 20th day of the months August, year of 2024 to July year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 22. M+27 (BS+63). Salary based upon a base of \$68,305 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

Emily Orchard
MS CCC, SUP

CERTIFIED PERSONNEL

Jeremy R. 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 5th day of August year of 2024, 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 5th day of August, in the year of 2024, and extending to the 30th day of May, in the year of 2025, 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 2024, and ending in the month of July in the year of 2025.
- 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. Thorsen

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 2025-2026 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 Seventy-Six Dollars (\$ 77,376), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

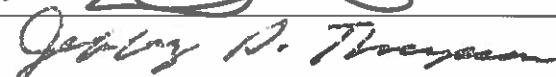
Exp. Level: 23. M+73. Salary based upon a base of \$73,876 and \$3500 for a Masters + a PE.

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

 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 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Elizabeth Page ("the Certified Personnel").

WITNESSETH:

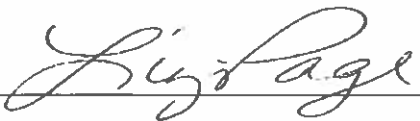
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Six Hundred Dollars (\$ 69,600), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 15. M+36. Salary based upon a base of \$66,100 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

Jeremy R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

Attest:

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

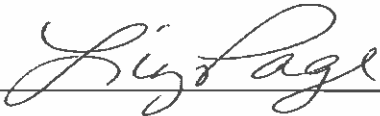
THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Elizabeth Page ("the Employee").

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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year 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 4th day of August year of 2025 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 2025-2026 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 of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 14. M+13 (BS+73). Salary consists of a base of \$63,876 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

Jeremy N. Thompson

By

BOARD OF DIRECTORS

, CHAIRMAN

Kelly Edgerton

Attest:

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th day of July, year of 2025, 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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Chelsea Pelton 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 4th day of August year of 2025, 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 2025-2026 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 September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 23. M+9. 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

Lisa R. Percifield 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 4th day of August year of 2025, 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 2025-2026 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 September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 13. M+3 (BS+68). Salary includes 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 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



BOARD OF DIRECTORS

, CHAIRMAN



Attest:

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of August in the year 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: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 15. M+ 0 (BA+81). 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

Kristi Poole CERTIFIED PERSONNEL

Jeremy R. 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 28th day of July year of 2025, 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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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

Kristi Poole

Certified Personnel

Jeremy R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Loretta Foxleitner (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Three Thousand Two Hundred Thirty-Four Dollars (\$63,234) of which 1/12th shall be payable on the 20th day of the months of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 10. M+15. Salary consists of a base of \$59,734 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

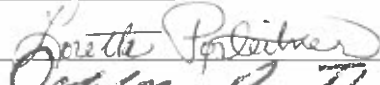
THIS CONTRACT, made this 28th day of July year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Loretta Poxleitner ("the Employee").

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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year 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.

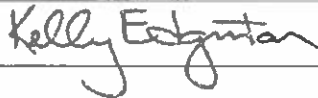
IDVA CHARTER SCHOOL ADA County, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS



Attest:

Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. M+37. 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

Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

Attest: _____
Kelly Edgerton ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Nine Thousand Six Hundred Dollars (\$69,600) of which 1/12th shall be payable on the 20th day of the months of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 15. M+54. Salary consists of a base of \$66,100 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 E. Henderson
TEACHER

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 4th day of August year of 2025, 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 2025-2026 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 2025 to July year of 2026, 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

Jodee Sisson CERTIFIED PERSONNEL
James R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/11/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Jodee Sisson ("the Employee").

WITNESSETH:

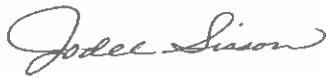
1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as School Psychologist for a period of 193 days, beginning on the 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of July in the year of 2026.

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



Certified Personnel



Chairman, Board of Directors



Executive Director

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 Four Hundred Ninety-Eight Dollars (\$ 68,498), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 18. BA+48. Salary based upon a base of \$66,498 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
Jeffrey R. Thompson CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/17/07

Attest: _____

Kelly Edginton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 4th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, 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 2025, and ending in the month of June in the year 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: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Carrie Stuart ("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 2025-2026 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 July, year of 2025 to June year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+29 (BA+83). 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

Carrie Stuart 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 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and Samie Hartney ("the Certified Personnel").

WITNESSETH:

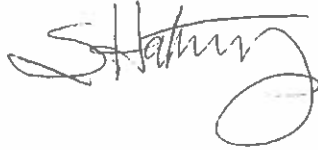
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Five Thousand Forty-Two Dollars (\$ 75,042), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 24. BS+64.6. Salary based upon a base of \$73,042 and \$2,000 for a BA+24 + PE.

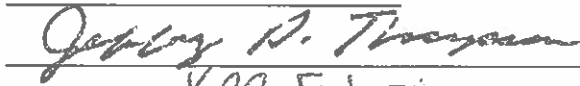
2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have 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



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between Idaho Virtual Academy (IDVA) Charter School in Meridian, Idaho ("the School"), and No'el Tew ("the Certified Personnel").

WITNESSETH:

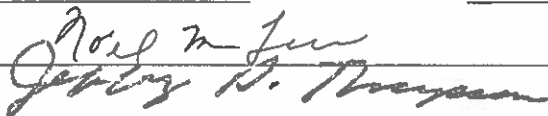
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-One Thousand Two Hundred Twenty-Eight Dollars (\$ 71,228), of which 1/12th shall be payable on the 20th day of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. BA+63. Salary based upon a base of \$69,228 and \$2,000 for a BA+24 + PE.

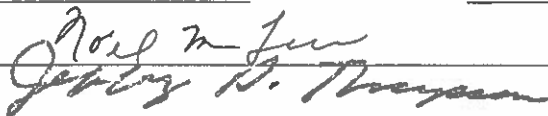
2. Assignment(s): As Assigned and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have 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



CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/11/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand One Hundred Sixty Dollars (\$54,160) of which 1/12th shall be payable on the 20th day of the months of July year of 2025 to June year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 4. BA+2. Contract is calculated on a base of \$52,160 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 4th day of August year of 2025, 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 2025-2026 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 Twenty-Five Dollars (\$ 65,025), of which 1/12th shall be payable on the 20th day of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 14. BA+49. Salary based upon a base of \$63,025 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


CERTIFIED PERSONNEL


CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 1/4/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 5th day of August year of 2024 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand One Hundred Forty-One Dollars (\$54,141) of which 1/12th shall be payable on the 20th day of the months of September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 6. BA+3.
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. Thompson

BOARD OF DIRECTORS

CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025 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 2025-2026 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 of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 14. M+0 (BS+60). Salary based upon a base of \$63,876 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

Aprill J Van Ausdal

TEACHER

Jeremy D. Thompson

By

BOARD OF DIRECTORS

, CHAIRMAN

Attest:

Kelly Edgerton
ADMINISTRATOR OR CLERK

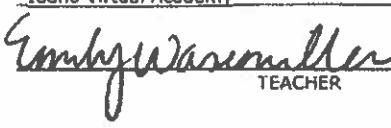
STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, 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 2025-2026 school year, consisting of a period of 193 days, and agrees to pay the Teacher for said services a sum of Sixty-Nine Thousand Nine Hundred Ninety-Nine Dollars (\$69,998) of which 1/12th shall be payable on the 20th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level 17. M+5 (BA+66) credits. Contract salary is of base of \$69,498 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
 
TEACHER By BOARD OF DIRECTORS, CHAIRMAN
Attest: 
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 2025-2026 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 August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Exp. Level: 20. M+37. 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

T. Waski

CERTIFIED PERSONNEL

Jeffrey R. Thompson

CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____

Kelly Edgerton

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 28th 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 28th day of July, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, 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 2025, and ending in the month of July in the year of 2026.
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

Jeffrey R. Thompson

Chairman, Board of Directors

Kelly Edgerton

Executive Director