

EMPLOYMENT AGREEMENT

This Agreement, made this 4th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Ryan Carruth** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Operations Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon in writing between the Employee and his direct supervisor.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 260 work days per year fiscal year (July 1 to June 30) commencing on August 7, 2023 through June 30, 2025. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term with cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Ninety Three Thousand Eight Hundred Sixty Three Dollars (\$93,863.00)** in

salary per fiscal year, divided into twelve equal monthly installments for each month of service completed by the Employee.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time with cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.


b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Ryan Carruth
West Bonner County School District

8/4/23
Date



Branden Durst
Superintendent

8/4/23
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 1st day of July 2023, by and between West Bonner County School District No. 83 ("the District") and **Hinshaw, Charity** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Transportation Supervisor/Trainer (.38 FTE)** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 178 workdays commencing on July 1st, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Sixteen Thousand Eight Hundred Forty-Four and 14/100 (\$16,844.14)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:


a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:


Charity Hinshaw
West Bonner County School District

8/25/23
Date


Branden Durst
Superintendent

9/5/27
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 16th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Terri Johnson** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Child Nutrition Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 208 work days commencing on July 1, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Fifty-Seven Thousand Six Hundred Forty-Eight (\$57648)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

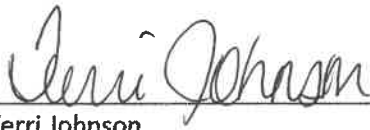
a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.


b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Terri Johnson
West Bonner County School District

8-16-23
Date



Branden Durst
Superintendent

8/16/23
Date

STATE OF IDAHO: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this 18th day of October year of 2023, by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Johnson, Terri Jo ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra day assignment as provided in the job description as **Food Service Director** for a period of 10 days, beginning on the 17th day of June, in the year of 2023, and extending to the 1st day of August in the year of 2024, at the compensation rate or fixed amount of **Two Thousand Seven Hundred Thirty-Two Dollars and 10/100 (\$2732.10)** until this Contract has been fulfilled. Such compensation reflects compensation at the daily rate of pay for the Employee's underlying contract.
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 District 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 day assignment described herein. This Contract is in addition to the Employee's regular standard contract length 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 District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. 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. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

IN WITNESS WHEREOF the District 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.

WEST BONNER COUNTY SCHOOL DISTRICT NO.83 in BONNER COUNTY(IES), STATE OF IDAHO

Terri Johnson CERTIFICATED PROFESSIONAL EMPLOYEE

Margaret W. Hall CHAIRMAN, BOARD OF TRUSTEES

Attest: MR SUPERINTENDENT OR CLERK

STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 4th day of October year of 2023, by and between West Bonner County School District No. 83, Bonner Idaho ("the District"), and Kenny, Kristina ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of **1.0 FTE Special Services Director** so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (145 days per year), beginning in the month and day of October 6th year of 2023, through the month and day of June 20th year of 2024, at a base salary of **Sixty-Two Thousand Four Hundred Twenty-Three (\$62,423)** per year, plus any additional annual increments, and such other monetary benefits accorded by the District 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 \$5674.82 on the 25th day(s) of each month beginning in October, year of 2023, to August year of 2024, inclusive.
2. In consideration of the promises and agreement of the District herein before recited, the Administrator agrees to assume the duties above recited at Bonner County, Idaho on October 6th, in the year 2023, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District 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 Trustees 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 District shall review this Contract during the 2023-2024 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District 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 District 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.

WEST BONNER COUNTY SCHOOL DISTRICT NO.83 in BONNER COUNTY(IES), STATE OF IDAHO

Kristina D. Kenny

ADMINISTRATOR

Margaret W. Hall

CHAIRMAN, BOARD OF TRUSTEES

Attest: Brandy Pardee

SUPERINTENDENT OR CLERK

EMPLOYMENT AGREEMENT

This Agreement, made this 16th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Ron Kruse** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Technology Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 229 work days commencing on July 1, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Seventy-Nine Thousand One Hundred Sixty-Nine and 20/100 (\$79169.20)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.


In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Ron Kruse
West Bonner County School District

8/16/23

Date



Branden Durst
Superintendent

8/16/23

Date

STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 10th day of August year of 2023, by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Loutzenhiser, Peggy ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2023-2024 school year, consisting of a period of 206 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy Four Thousand Three Hundred Twenty-Seven Dollars (\$74327)** of which 1/12th shall be payable on the 25th day of the months September year of 2023 to August year of 2024 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Director of Curriculum** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District 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 and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.
9. The salary identified in this agreement is based upon the 2022-23 negotiated agreement. Upon the approval by the Board of a 2023-24 negotiated agreement, the salary identified herein shall retroactively reflect the requisite salary identified in the 2023-24. The District will have two pay periods from the date of the adoption of a 2023-24 negotiated agreement to re-numerate the employee for the difference in pay that is due.

IN WITNESS WHEREOF the District 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.

West Bonner SCHOOL DISTRICT NO. _____, in 8-16-23 COUNTY(IES) STATE OF IDAHO
Peggy Jo Loutzenhiser CERTIFIED PERSONNEL
Margaret W. Hall CHAIRMAN BOARD OF TRUSTEES
 Attest: [Signature] SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this 24th day of October year of 2023, by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Loutzenhiser, Peggy Jo ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra day assignment as provided in the job description as **Longevity Stipend** for a period of 164 days, beginning on the 28th day of August in the year of 2023, and extending to the 11th day of June in the year of 2024, at the compensation rate or fixed amount of **One Thousand Five Hundred (\$1500)**.
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 District 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 day assignment described herein. This Contract is in addition to the Employee's regular standard contract length 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 District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. 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. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

IN WITNESS WHEREOF the District 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.

WEST BONNER COUNTY SCHOOL DISTRICT NO.83 in BONNER COUNTY(IES), STATE OF IDAHO

Peggy Jo Loutzenhiser CERTIFICATED PROFESSIONAL EMPLOYEE

Margaret W. Hall CHAIRMAN, BOARD OF TRUSTEES

Attest: Brandy Paradee SUPERINTENDENT OR CLERK

EMPLOYMENT AGREEMENT

This Agreement, made this 1st day of July 2023, by and between West Bonner County School District No. 83 ("the District") and **Moon, Brandon**("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **1.0 FTE Facilities Manager** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 253 workdays commencing on July 1st, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Fifty-Four Thousand Five Hundred Sixteen and 22/100 (\$54516.22)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Brandon Moon
West Bonner County School District

8/23/23
Date



Brandon Durst
Superintendent

9/5/23
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 14th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Brandy Paradee** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Board Clerk/Office Support** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 240 work days commencing on July 1, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Forty-Four Thousand Five Hundred Twenty (\$44520)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:


Brandy Paradee
West Bonner County School District

8/14/23
Date


Branden Durst
Superintendent

8/14/23
Date


Keith Rutledge
Board Chair

8/14/2022
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 29th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Reilly, Melissa** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Finance Director 1.0 FTE** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon. Employee may work remotely for up to 50% of the time unless business needs require in-person work for a defined period of time not to exceed two weeks per month.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 207 work days commencing on August 19, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Sixty-Eight Thousand Four Hundred Fifty-Three and Forty-Five Cents** (\$68,453.45) in salary, divided into ten equal monthly installments. The annual salary for this position is

based off the Classified Salary Schedule, Column 1, Row 5, which is equal to annual salary of **Seventy-Nine Thousand Three Hundred Sixty-Six and Thirty-Two Cents** (\$79,366.32).

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees. In addition to the standard benefits package the employee shall be entitled to one additional week of paid vacation per year.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with cause. It is recognized and agreed by the parties that Employee is an "**At Will**" employee.

4. Miscellaneous:

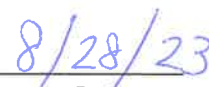
a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.


In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



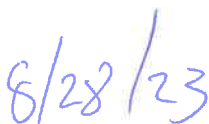
Melissa Reilly
West Bonner County School District



Date



Branden Durst
Superintendent



Date

EMPLOYMENT AGREEMENT

This Agreement, made this 18th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Rusho, Tracy** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **HR Coordinator (.5 FTE)** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon. This shall be limited to the total number of hours required to meet the conditions of this agreement.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 207 work days commencing on August 19th, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Twenty Thousand Two Hundred Twenty-Five and 93/100 (\$20,225.93)** in salary, divided into twelve equal monthly installments. The annual salary for this position is based off the

Classified Salary Schedule, Column 2, Row 6, which is equal to annual salary of **Twenty-Three Thousand Four Hundred Fifty and 35/100** (\$23450.35).

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees. Employee is entitled to receive two weeks of vacation constituting a total of eighty hours. This shall represent the Employee's total vacation time for all district employment.

3. Termination:

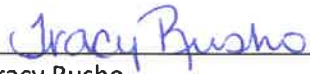
a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "**At Will**" employee.

4. Miscellaneous:


a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.


In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



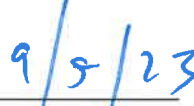
Tracy Rusho
West Bonner County School District



Date



Branden Durst
Superintendent



Date

STATE OF IDAHO: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this 14th day of September year of 2023, by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Rusho, Tracy ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra day assignment as provided in the job description as **Morning Transportation Dispatcher** for a period of 142 days, beginning on the 5th day of September, in the year of 2023, and extending to the 6th day of June, in the year of 2024, at the compensation rate or fixed amount of **Five Thousand Dollars (\$5000)** until this Contract has been fulfilled. Said compensation shall be paid with half due on or before January 23rd, 2024, and the second half due on or before June 25th, 2024. Such compensation reflects compensation at the daily rate of pay for the Employee's underlying contract.
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 District 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 day assignment described herein. This Contract is in addition to the Employee's regular standard contract length 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 District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. 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. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

IN WITNESS WHEREOF the District 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.

WEST BONNER COUNTY SCHOOL DISTRICT NO.83 in BONNER COUNTY(IES), STATE OF IDAHO

Tracy Rusho CERTIFICATED PROFESSIONAL EMPLOYEE

Margaret W. Hall CHAIRMAN, BOARD OF TRUSTEES

Attest: [Signature] SUPERINTENDENT OR CLERK

EMPLOYMENT AGREEMENT

This Agreement, made this 16th day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Brenna Saccone** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as Network/ISEE Administrator to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 209 work days commencing on July 1, 2023 through June 30, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Seventy-Three Thousand Eight Hundred Fifty-Four (\$73854)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:


a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:


Brenna Saccone
West Bonner County School District

8-17-23
Date


By Branden Durst
Superintendent

9/5/23
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 2nd day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Salesky, Kendra** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Payroll/AP Clerk (1 FTE)** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 66 workdays commencing on August 2nd, 2023 through November 2nd, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Fourteen Thousand Two Hundred Ninety-One and 62/100 (\$14,291.62)** in salary, divided into three equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

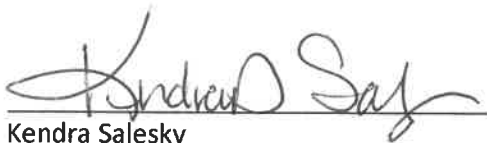
a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Kendra Salesky
West Bonner County School District

9/19/2023
Date



Branden Durst
Superintendent

9/19/23
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 21st day of August, 2023, by and between West Bonner County School District No. 83 ("the District") and **Tucker, Nick** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Transportation Mechanic - Apprentice** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that the Employee will be at their work location Monday to Friday 8 a.m. to 5 p.m., excluding observed holidays, approved vacation time and sick days, unless otherwise agreed upon.

e. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

f. The term of this agreement will be for a total of 127 work days commencing on August 21st, 2023 through February 21st, 2024. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Twenty Thousand Two Hundred (\$20200)** in salary, divided into six equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

c. Employee is required to received their CDL license for passenger busses within 3 months of employment. The District will provide the training to the Employee at not cost to the Employee.

d. Once the Employee provides proof they he holds a CDL license he may negotiate new terms to this Agreement.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Nick Tucker
West Bonner County School District

9/1/23

Date



Branden Durst
Superintendent

9/5/23

Date