

Vendor



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Date
5/3/2019

Invoice #
67256

Bill To
Idaho Connects
Vickie McCullough
402 N Tresa Way
Star, Idaho 83669

Ship To

Reference No.

P.O. No.

Terms
Due on receipt

Qty	Description	Price	Subscription Start Date	Subscription End Date	Amount
1	K12 Basic Subscription	700.00			700.00
	MD Sales Tax	6.00%			0.00

QM Quality Matters Inc. does not accept credit card information over the phone or email. To make a payment online, please visit <https://www.qmprogram.org/qmresources/payinvoice>. If paying subscription or course review invoices online, please add 3% to total amount for administrative fees

Terms and Conditions:

All prices are quoted in U.S. dollars (USD). Total amount of QM Quality Matters Inc. Invoice must be paid in USD. All associated fees or conversion rates are the responsibility of customer.

Please note: For non-exempt sales tax customers, QM Quality Matters Inc is only responsible for the collection of Maryland Sales Tax for applicable taxable items being delivered in the state of Maryland. Any other associated taxes including Sales Tax outside the state of Maryland is the responsibility of the purchaser.

Also QM Quality Matters Inc. generates invoices for services upon completion. The discounted rate granted to a subscribing customer is contingent on their current subscription being paid in full. If a QM Quality Matters Inc. subscription is not showing a current active status, any prepayments for course reviews, professional development workshops, QM Quality Matters Inc. materials and/or other QM Quality Matters Inc. services scheduled after the last day of the paid subscription term will be allocated at

Total	\$700.00
Payments/Credits	\$0.00
Balance Due	\$700.00

Thank you for your business - We really appreciate it!

Vickie McCullough 6-19-19



QUALITY MATTERS K-12 PROGRAM SUBSCRIPTION AGREEMENT - BASIC

THIS K-12 PROGRAM SUBSCRIPTION AGREEMENT ("Agreement") is made effective as of _____, 201__ (the "Effective Date"), by and between QM Quality Matters, Inc., 1997 Annapolis Exchange Parkway, Suite 300, Annapolis, Maryland 21401 ("QM"), and [Subscriber's Name], [Subscriber Address] ("Subscriber"). QM and Subscriber are each a "party" and collectively the "parties" to this Agreement.

BACKGROUND

A. QM is a trusted leader in quality assurance for online education, providing a replicable pathway for inter-institutional quality assurance and course improvement in online learning, a robust faculty development pathway, and a process to certify the quality of online courses. QM offers services, software, tools, publications and training materials on a subscription basis. A Quality Matters K-12 Program subscription provides the subscriber with access to the QM K-12 Secondary and K-12 Publisher Rubrics ("K-12 Rubrics"), QM training materials ("QM Training Materials"), QM Software (as defined herein) which, together with the QM trademarks, service marks, QM logo and certification mark ("QM Marks") are administered by QM under exclusive license from Maryland Online, Inc. ("MOL").

B. Subscriber wishes to obtain, and QM agrees to make available to Subscriber, the benefits of a Quality Matters K-12 Program subscription, in accordance with the terms and conditions of this Agreement.

In consideration of the mutual agreements contained herein, the parties agree as follows:

1. DEFINITIONS

In addition to the terms defined elsewhere in this Agreement, the following terms shall have the following meanings:

1.1 "Authorized Users" means Subscriber's employees, agents and contractors that are authorized by Subscriber to access and use the QM Materials under the Subscriber's subscription. Subscriber's students may not be Authorized Users.

1.2 QM Materials" means the QM Software, K-12 Rubrics, QM Training Materials, QM Marks, and any and all software, tools, publications, rubrics, graphics, images and text accessible via the QM Software, or otherwise made available to Subscriber by QM pursuant to this Agreement.

1.3 "QM Software" means a web-based data portal to engage, track and manage Subscriber's QM activity ("MyQM"), and an automated, web-based platform for review and potential certification of the quality of online and blended courses (the "QM CRMS") accessible via MyQM.

1.4 "Subscriber Data" means all data the Subscriber and its Authorized Users store in QM's computing environment pursuant to this Agreement.

2. TERM AND TERMINATION

2.1 Term. The initial term of this Agreement shall commence on the Effective Date and continue for one (1) year (the "Initial Term"). Unless sooner terminated as provided herein, this Agreement shall automatically renew for additional one-year contract periods upon expiration of the Initial Term and upon expiration of each annual contract period thereafter (each a "Renewal Term"), unless either party gives written notice to the other party, not less than forty-five (45) days prior to expiration of the then-current contract period, of its intention not to renew. The Initial Term together with any and all applicable Renewal Term(s) is the "Term" of this Agreement.

2.2 Termination. This Agreement may be terminated by either party in the event that the other party has not performed a material obligation or has breached a material term of this Agreement (a) immediately upon receipt of written notice thereof if the breach or nonperformance is incapable of cure, or (b) upon the expiration of thirty (30) days (or any longer cure period authorized by the nonbreaching party with respect to any individual breach) after receipt of written notice thereof if the breach or nonperformance is capable of cure and has not then been cured.

2.3 Events Upon Termination. Upon the expiration or termination of this Agreement for any reason, (a) all of the rights of Subscriber (and its Authorized Users) to access and use the QM Software and the QM Materials accessible via the QM Software will terminate and Subscriber shall immediately discontinue all use of the QM Software; (b) all user identifications and passwords for access and use of the QM Software and QM Materials and any other online tools and materials to which the Subscriber has been provided access hereunder shall be terminated; (c) Subscriber may no longer use the QM logo to identify itself as a QM Subscriber or in connection with QM workshops or training services; and (d) Subscriber may not use any of the QM Materials to deliver workshops or training or to conduct course reviews.

2.4 Subscriber Data. Upon expiration or termination of this Agreement, Subscriber and its Authorized Users shall have no further right or ability to access the QM Software or any Subscriber Data stored in QM's computing environment. At any time prior to the effective date of expiration or termination, Subscriber may copy and/or export all Subscriber Data, subject to QM's right to maintain a copy and to use such data as provided in 3.7.2, below. For a period of thirty (30) days after the effective date of expiration or termination of this Agreement, if Subscriber has paid all amounts due to QM, QM will provide a copy of the Subscriber Data to Subscriber, in the form and format in which it is stored in the QM computing environment, at Subscriber's request and expense. Upon the expiration of such thirty (30) day period, QM will have no further obligation to maintain or provide Subscriber Data to Subscriber.

3. SUBSCRIPTION

3.1 Subscription. During the Term, and subject to the terms and conditions of this Agreement, including, without limitation, Subscriber's timely payment of all subscription fees and other charges due to QM, QM shall provide Subscriber with a non-exclusive, non-transferable subscription and license to access and use the QM Software and the QM Materials made accessible to QM's Quality Matters K-12 Program institutional subscribers, including the K-12 Rubrics and related QM Training Materials, to support the implementation of QM's quality assurance, course improvement, and professional development processes as provided herein (the "Subscription").

3.2 Permitted Uses. Subscriber acknowledges and agrees that the QM Materials, including, without limitation, the K-12 Rubrics, are proprietary materials made available to the Subscriber and its Authorized Users under license during the Term, solely for the following uses: (i) delivering, evaluating, and reviewing Subscriber's courses, (ii) professional development of Subscriber's employees and other Authorized Users, and (iii) engaging, managing and tracking Subscriber's QM activity, subject to all of the terms and conditions of this Agreement (the "Permitted Uses"). Any use of the QM materials and/or software to review courses or courseware owned by and on behalf of non-subscribing institutions or individuals is prohibited unless expressly authorized by QM.

3.3 Software License. QM hereby grants to Subscriber a nonexclusive, nontransferable license to access and use the QM Software during the Term, solely for the Permitted Uses. QM Materials accessed by the Subscriber via the QM Software, such as the K-12 Rubrics, may be used by a Subscriber's Authorized Users for the Permitted Uses, in accordance with the terms and conditions set forth herein and any additional, supplemental or substituted terms of use applicable to particular QM Materials and the QM training or other program associated therewith. Such access will be continuous for Subscriber and its Authorized Users except for interruptions by reason of scheduled maintenance or downtime beyond QM's reasonable control.

3.3.1 MyQM Portal. Subscriber-designated Quality Matters Coordinators ("QMCs") are eligible to secure user names and passwords to access the Subscriber account in the MyQM data portal, and to manage the institutional Subscriber's QM activity, records, communication, and reporting tools. All of Subscriber's Authorized Users under the Subscriber account may obtain user names and passwords to access the MyQM data portal restricted to their individual profile and activity with QM.

3.3.2 QM CRMS. Subscriber-designated QMCs may obtain user names and passwords to access the QM CRMS for use of the K-12 Secondary Rubric in QM-Managed Reviews and the use of the K-12 Secondary and K-12 Publisher Rubrics to manage unofficial course reviews, including Self-Reviews, and for

professional development purposes. All of Subscriber's Authorized Users may obtain user names and passwords to access the QM CRMS to participate in official and unofficial reviews and to access the QM Materials for professional development purposes.

3.4 Access Codes. QM shall provide Authorized Users with such user names and passwords as necessary to access and use the QM Software ("Access Codes"). Each Authorized User will be assigned Access Codes when registering online via MyQM. Subscriber and its Authorized Users are responsible for maintaining the confidentiality of the Access Codes. Subscriber is responsible for all activities that occur under its Authorized Users' Access Codes. Each Authorized User's Access Code is for use by such Authorized User and may not be transferred to any other person. Subscriber is solely responsible for any unauthorized use of any Access Code or its Authorized Users' breach of security related thereto. Subscriber agrees to use its best efforts to prevent unauthorized use of the QM Software. Subscriber shall immediately notify QM of any unauthorized use of any Access Codes or of any other security breach. QM may terminate any Authorized User's access to the QM Software at any time if such Authorized User breaches any of Subscriber's obligations hereunder. Subscriber will be provided the following access:

3.4.1 Updates. During the Term Subscriber shall have access to all updates and revisions to the K-12 Rubrics and other QM Materials to which Subscriber has been granted access pursuant to this Subscription.

3.4.2 Notices. Subscriber shall not alter or delete any copyright notice or other proprietary rights notice on any QM Materials and shall include such notices on any and all copies of the QM Materials Subscriber is authorized to make hereunder.

3.5 Subscriber Training Benefit.

3.5.1 Subscriber may designate two (2) of its Authorized Users as QMCs to attend QM's QMC Training program without a tuition charge.

3.5.2 Certified and eligible QM K-12 Course Reviewers and K-12 Publisher Reviewers from Subscriber's institution will be entitled to participate in any K-12 Rubric Update training offered by QM, without a tuition charge within the first three (3) months it is offered by QM. This training, which is currently offered online, is required for certified K-12 Course Reviewers to maintain their eligibility status for peer reviews.

3.5.3 Subscriber is responsible for any travel and travel-related expenses incurred in connection with participation in QM training programs.

3.6 Subscriber User Group Participation; Subscriber Discounts.

3.6.1 User Group Participation. Subscriber's Authorized Users may participate in user group meetings and events such as informational webinars offered by QM. For certain user group meetings, participation will be limited to the Subscriber's QMCs, or designee. Subscriber is responsible for any fees, travel and travel-related expenses incurred in connection with any onsite participation.

3.6.2 Subscriber Discounts. Subscriber shall be entitled to discounts for subscriptions to other QM programs (Supplemental Subscriptions), QM services and events when such services and events are offered to both Subscribers and non-Subscribers.

3.7 QM Peer Reviews.

3.7.1 Unofficial Course Reviews. During the Term, Subscriber shall be permitted to use the QM Software and the K-12 Secondary and K-12 Publisher Rubrics to manage unofficial course reviews, including Self-Reviews, and for professional development purposes. The QM certification mark is not authorized to be used in connection with such course reviews.

3.7.2 Peer Review Data. QM reserves the right to retain and use data entered into the QM CRMS in connection with peer reviews of online courses for research and analysis purposes, and to publish the results of its research and analysis in a manner that does not identify Subscriber or any online course.

4. **SUBSCRIBER'S OBLIGATIONS**

4.1 Subscriber-Institution Use. Subscriber may use the QM Software and QM Materials accessible thereby only for its internal operations and will not permit the QM Software to be used by or for the benefit of any institution or person other than Subscriber and its Authorized Users. Subscriber shall not re-license, sub-license,

sell, transfer or assign rights to access and/or use the QM Software, the QM Materials or the QM Marks to any third party, without QM's prior written consent. Subscriber may not modify, translate, reverse engineer, decompile or create derivative works based on or adapted from the QM Software or any of the QM Materials. Subscriber shall use the QM Software in a manner that complies with all applicable laws including copyright and trademark laws.

4.2 Authorized Users. Subscriber is responsible for any and all activities of its Authorized Users that occur under this Subscription, including the confidentiality of the Access Codes. Subscriber shall notify QM of any unauthorized use of Access Codes or other security breach. Subscriber agrees, and shall cause each Authorized User to agree to the following license terms as a condition of accessing the QM Software and the QM Materials: Subscriber and its Authorized Users shall not (i) copy or duplicate any of the QM Materials, including, without limitation, the K-12 Rubrics, without QM's prior written consent, (ii) make the QM Software or QM Materials available for use by anyone else, (iii) use the QM Software or any of the QM Materials for any purpose other than the implementation of the professional development and quality assurance processes contemplated by this Subscription; and (iv) cause or permit the reverse engineering, disassembly or decompilation of the QM Software or QM Materials, or the development of any derivative works or other adaptations thereof.

4.3 Password Security. Subscriber will not (i) share Access Codes with persons other than Authorized Users; (ii) permit Access Codes to be cached in proxy servers and accessed by individuals who are not Authorized Users, or (iii) permit access to the QM Software through a single identification or password code made available to multiple users on a network. Subscriber acknowledges and agrees that access to the QM Materials, including, without limitation, the K-12 Rubrics, and the QM Training Materials are provided to Subscriber under license, and that QM reserves for itself and its licensor(s) all rights not expressly granted to Subscriber hereunder.

4.4 QM Marks. Subscriber is granted a limited license to use the QM logo during the Term, solely for the purpose of identifying itself as a QM Subscriber, in compliance with the applicable QM logo usage guidelines then in effect or adopted by QM at any time for such uses. Subscriber may not make any other uses of the QM logo or any other QM Marks without QM's prior written permission. Subscriber may not use the QM certification mark except in conjunction with its courses that have been officially certified by QM and in compliance with the current *QM Program Course Reviews and Certification Mark Guidelines* then in effect or adopted by QM at any time for such uses.

4.5 Equipment. Subscriber is responsible for obtaining all personal computers, computer software (other than the QM Software), and Internet access that may be necessary or useful for accessing and using the QM Software, QM Materials, and the QM Training Materials. Subscriber assumes responsibility, including expenses, for remote connectivity necessary to access and use the QM Software.

4.6 Compliance. Subscriber agrees that Subscriber will use QM Software only for the Permitted Uses, in accordance with the terms and conditions of this Agreement, and in compliance with all laws, rules and governmental regulations applicable to use of the QM Software, including laws relating to intellectual property, network security, and privacy.

5. SUBSCRIPTION FEES

5.1 Fees. The annual Subscription fee is set forth on Exhibit A and is a non-refundable fee due on the Effective Date, and upon commencement of each Renewal Term. The Appendix to this Agreement contains a schedule of fees for optional services and materials available to the Subscriber, such as training program tuition fees, charges for QM-Managed Reviews of online and blended courses, and charges for other services offered to subscribers by QM as of the Effective Date that may be purchased during the Term on an as available basis. QM may add or delete optional services and materials from the Appendix at any time. QM reserves the right to adjust subscription fees for subsequent Renewal Terms and to adjust the charges for optional services and materials set forth in the Appendix at any time and from time to time by electronic notice to Subscriber or by posting adjustments to the fees and charges on the Quality Matters website, www.qualitymatters.org, at least thirty (30) days in advance of the effective date of an adjustment. Subscriber is advised to inquire about current fees and charges in effect at the time that participation in any additional QM training programs or acquisition of other QM services or materials is under consideration. Subscriber acknowledges and agrees that some QM services, materials or training programs may require that Subscriber and/or its Authorized Users agree to additional terms of use as a condition of accessing or using such services, materials or training programs.

5.2 Taxes. The subscription fee, and all other fees and charges described in Exhibit A and in the Appendix are exclusive of all federal, state, municipal or other governmental excise, sales, use, personal property

and occupational taxes, excises, withholding obligations and other levies now in force or enacted in the future and, accordingly, Subscriber will pay all such taxes and levies other than any tax or levy on the net income of QM.

5.3 Payment Terms. All payments shall be remitted in sufficient time so as to be received by QM within thirty (30) days after the date of the applicable QM invoice. QM, at its sole discretion, may charge interest on past-due payments not exceeding one and one half percent (1-1/2%) per month or fraction thereof, for failure to make any payment in a timely manner. Subscriber shall be liable for any costs that QM is required to incur to collect past-due amounts due, together with interest and reasonable fees of attorneys and other professionals.

6. INTELLECTUAL PROPERTY

6.1 QM Materials.

6.1.1 Ownership. All intellectual property rights, including copyright, trademark and other proprietary rights in and to the QM Materials, including, without limitation, the QM Software, K-12 Rubrics, the *QM K-12 Secondary Rubric Workbook*, and the QM Training Materials including all text, charts, images, illustrations, audio and video clips accessible via the QM Software, belong to MOL or its licensor(s), and are administered by QM under exclusive license.

6.1.2 QM Marks. All rights in and to the QM Marks and the goodwill associated therewith will remain at all times the sole property of MOL and all goodwill arising from Subscriber's use of the QM Marks will inure to the benefit of MOL.

6.2 Subscriber Data. Ownership of the Subscriber Data shall remain with the Subscriber; provided, by submitting Subscriber Data to QM, Subscriber (and its Authorized Users) acknowledges and agrees that QM may process, transmit and/or store such data for the purpose of performing its obligations under this Agreement, and may maintain and use such data for the purposes described in subparagraph 3.7.2. Subscriber is responsible for the accuracy, quality and legality of Subscriber Data entered in or stored on the QM Software server.

7. INDEMNIFICATION

7.1 By QM. QM shall indemnify, defend and hold Subscriber harmless from and against any and all liability, damages, loss or expense (including reasonable fees of attorneys and other professionals) arising from any claim, demand, action or proceeding initiated by any third party based upon infringement of a patent, copyright or other proprietary right as a result of Subscriber's use of the QM Materials, of the QM Materials unless the claim arises out of or results from Subscriber's breach of this Agreement, Subscriber's modification of the QM Materials or combination of the QM Materials with non-QM materials created by Subscriber or others, or use of the QM Materials in violation of this Agreement. Subscriber agrees to indemnify and hold harmless QM from and against all claims, damages, liabilities, costs and expenses, including reasonable attorneys fees, arising in connection with any of the exceptions in the preceding sentence and shall immediately cease any activity that gives rise to the alleged infringement.

7.2 By Subscriber. Subscriber shall indemnify and hold QM and MOL harmless from and against any and all liability, damages, loss or expense (including reasonable fees of attorneys and other professionals) arising from any claim, demand, action or proceeding initiated by any third-party (other than a claim, demand, action or proceeding for which Subscriber is entitled to be indemnified by QM pursuant to subparagraph 7.1) based upon any breach of this Agreement by Subscriber or any of its employees, agents or Authorized User's, or any Authorized Users use of the QM Materials, including, without limitation, the QM Software, and QM Training Materials, the QM Marks, or any other materials or services made available to Subscriber by QM.

8. DISCLAIMER OF WARRANTIES; LIMITATION OF LIABILITY

8.1 Disclaimer. ALTHOUGH QM WILL TAKE ALL REASONABLE STEPS TO PROVIDE ERROR-FREE AND CONTINUOUS SERVICE, QM DOES NOT REPRESENT, WARRANT OR GUARANTY THAT THE QM SOFTWARE OR ANY OF THE SERVICES PROVIDED VIA THE QM SOFTWARE WILL BE INTERRUPTED OR ERROR-FREE. ACCORDINGLY, THE QM SOFTWARE AND THE SERVICES ACCESSIBLE VIA THE QM SOFTWARE, INCLUDING THE QM MATERIALS, THE QUALITY MATTERS K-12 SECONDARY AND K-12 PUBLISHER RUBRICS, AND THE QM TRAINING MATERIALS ARE PROVIDED TO SUBSCRIBER (AND ITS AUTHORIZED USERS) ON AN "AS IS" BASIS WITHOUT WARRANTY OF ANY KIND, AND QM DISCLAIMS ALL WARRANTIES, EITHER EXPRESS OR IMPLIED,

INCLUDING, BUT NOT LIMITED TO IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NON-INFRINGEMENT.

8.2 Limitations and Exclusions of Liability. SUBSCRIBER HEREBY AGREES THAT QM, AND MOL, WILL HAVE NO LIABILITY TO SUBSCRIBER FOR INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL, EXEMPLARY OR OTHER INDIRECT DAMAGES OF ANY KIND OR NATURE INCURRED BY SUBSCRIBER AND ARISING OUT OF OR IN CONNECTION WITH THE QM MATERIALS, THE QM SOFTWARE, OR THE QM TRAINING MATERIALS, WHETHER BASED UPON BREACH OF CONTRACT OR TORT, INCLUDING NEGLIGENCE, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

8.3 Maximum Aggregate Liability. QM's LIABILITY UNDER THIS AGREEMENT, FOR CLAIMS OR CAUSES OF ACTION ARISING DURING THE INITIAL TERM OR ANY ANNUAL RENEWAL TERM HEREOF, WHETHER ARISING OUT OF BREACH OF CONTRACT OR TORT, INCLUDING NEGLIGENCE, SHALL IN NO EVENT EXCEED AN AMOUNT EQUAL TO THE SUBSCRIPTION FEE ACTUALLY PAID TO QM BY SUBSCRIBER FOR SUCH INITIAL TERM OR RENEWAL TERM AND ANY ADDITIONAL FEES AND CHARGES ACTUALLY PAID TO QM BY SUBSCRIBER DURING SUCH ANNUAL CONTRACT PERIOD FOR OTHER MATERIALS AND SERVICES.

8.4 Acknowledgment. The parties acknowledge and agree that the limitations of liability and disclaimers of warranty set forth in this Agreement are independent of any remedies hereunder and apply regardless of whether any remedy fails of its essential purpose. The parties further acknowledge that QM has set its fees and other charges in reliance on the disclaimers of warranty and limitations and exclusions of liability set forth in this Agreement and that the same form an essential basis of the bargain between the parties.

9. CONFIDENTIALITY

Subscriber shall not disclose to any third party, or use for any purpose other than the Permitted Uses and the performance of its obligations hereunder, any information, materials, workshops, charts, graphs or other data that are made available to Subscriber solely for Permitted Uses (the "*Confidential Information*"). Confidential Information includes, but is not limited to, the QM Training Materials and the K-12 Secondary and K-12 Publisher Rubric Confidential Information shall not include information that (a) is at the time of disclosure, or thereafter becomes, a part of the public domain through no act or omission of Subscriber, its employees or agents; (b) was in Subscriber's possession prior to the disclosure by QM as shown by Subscriber's written records and had not been obtained by Subscriber either directly or indirectly from QM; (c) is hereafter disclosed to Subscriber by a third party who did not acquire the information directly or indirectly from QM hereunder; (d) was independently developed by Subscriber without use of the Confidential Information, as evidenced by contemporaneous written records; or (e) is required by law to be disclosed, but only to the extent and for the purposes of such required disclosure. Subscriber agrees to hold all Confidential Information in strict confidence and shall not copy, reproduce, sell, assign, license, market, transfer or otherwise give or disclose such information to third parties, or use such information for any purposes whatsoever other than pursuant to the terms and conditions set forth in this Agreement and to advise each of its employees and agents of their obligations to keep such information confidential.

10. MISCELLANEOUS

10.1 Entire Agreement. This Agreement together with the Exhibits and Appendix referenced herein and attached hereto, supersedes all previous oral and written agreements on the subject hereof, comprising the entire agreement between the parties with respect to the subject matter hereof. This Agreement may not be amended except by written instrument executed by QM and Subscriber. No failure or delay by QM in exercising any right, power or privilege under this Agreement will operate as a waiver of such right, power or privilege, and no single or partial exercise of any such right, power or privilege will preclude any other or further exercise of such right, power or privilege.

10.2 Severability. In the event any provision of this Agreement is found invalid, illegal or unenforceable by a court of competent jurisdiction, this Agreement shall be construed as if such invalid, illegal or unenforceable provision (or part thereof) had never been contained herein, and the remaining provisions of this Agreement shall be enforced to the maximum extent permitted by law consistent with the intent of the parties.

10.3 Agreement Controls. This Agreement shall not be contravened by any terms contained in any purchase order, confirmation or acknowledgment signed by the parties hereto, and no modification or amendment of this Agreement shall be deemed effected by any purchase order, confirmation or acknowledgment containing other

or different terms. Should any such purchase order, confirmation or acknowledgment contain additional or different terms, those terms shall be considered proposals by Subscriber which are hereby rejected.

10.4 Assignment. Neither this Agreement nor any of Subscriber's obligations or duties hereunder may be assigned or delegated by Subscriber, and any purported assignment by Subscriber shall be void and without force or effect.

10.5 Subscriber List. QM reserves the right to include Subscriber's name in a list of Quality Matters subscribers that QM may publish on the Quality Matters website and elsewhere.

10.6 Headings. The headings in this Agreement are solely for convenience and shall not be used to define, limit, modify or describe the scope of this Agreement or any of the obligations herein.

10.7 Survival. All provisions of this Agreement relating to warranties, remedies, confidentiality, proprietary rights, limitation of liability, indemnification obligations and Subscriber's payment obligations (for payment obligations incurred during the Term) will survive the expiration or termination of this Agreement. Termination or expiration of this Agreement will not affect any rights, obligations or liabilities that arose prior to such termination or expiration.

10.8 Notices.

10.8.1 Subscriber's Notices. Subscriber's routine communications to QM regarding this Subscription, including any notice of non-renewal, should be sent to QM via Subscriber MyQM. If Subscriber wishes to give notice regarding termination of the Agreement for breach, indemnification, or other non-routine legal matter, Subscriber should send it by electronic mail and first class mail to: Managing Director and Chief Planning Officer, The Quality Matters Program, 1997 Annapolis Exchange Parkway, Suite 300, Annapolis, Maryland 21401 (legal@qualitymatters.org).

10.8.2 QM's Notices. QM's routine communications regarding the Subscriber and legal notices will be posted on the QM website or sent to the individual Subscriber designates as its QMC on the Subscriber's intent-to-subscribe form (or change of QMC form) either by electronic mail, first class mail, or overnight courier. Notices are deemed received as of the time posted or delivered, or if that time does not fall on a business day, as of the first business day following the time posted or delivered.

10.9 Governing Law. This Agreement shall be governed by, and construed in accordance with, the laws of the State of Maryland applicable to contracts made and performed in Maryland.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

QM Quality Matters, Inc. (QM)

_____(Subscriber)

By: _____

By: _____

Printed Name: _____

Printed Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



1 Year Subscription	Subscription	\$700.00
Subscribing organization members are entitled to:		
<ul style="list-style-type: none">• Access and use of the QM K-12 Secondary Rubric• Access and use of the QM K-12 Publisher Rubric• QM CRMS Self-Review Tool for individual course development or review• MyQM institutional and individual accounts and tools• Reporting capabilities of organization QM activity• Discounts for K-12 professional development, review services, events, and materials• QMC Training• Membership in QM users group and QM community.		

Appendix for Optional QM Professional Development, Services, and Materials

As a primary K-12 subscriber with a CRMS License, additional QM Program subscriptions are available at a discounted rate. ² These subscriptions include access to the annotated Rubric, automated Rubric tools, subscriber discounts for professional development and services, QMC Training, and participation in the QM community.	Publisher	\$500.00
	Continuing and Professional Education	\$500.00

1 Year Course Review Management System (CRMS) License The CRMS allows for subscribers to conduct automated, collaborative, multi-member internal course reviews using both the K-12 Secondary and K-12 Publisher Rubrics. Reviewer results are shown in aggregate review Final Reports. Final Reports may be printed or emailed for distribution.	\$500.00
1 Year Training License The training license gives rights to deliver official online K-12 Applying the QM Secondary Rubric Workshop to members of their subscribing organization or QM consortium, using subscriber's QM-certified K-12 Facilitators. <ul style="list-style-type: none"> To become QM-Certified, facilitators must take K-12 APP, K-12 RC, and K-12 OFC. QM charges a \$25 fee/seat in online PD delivered by the subscriber's QM-Certified facilitator. Prepayment option for technology fees is available. <p><i>Note: Consortia need only purchase one training license. The Training License belongs to the lead organization; however they can designate employees within other consortium organizations to become QM Certified facilitators. PD may be shared and delivered across the consortium.</i></p>	\$3000.00

Materials	Subscriber Rate	Non-Subscriber Rate
Per-copy charge for Rubric Brochure (minimum order of 15)	\$1.50 plus S&H fees	\$2.00 plus S&H fees
Per-copy charge for Annotated Workbook <ul style="list-style-type: none"> 1-5 Workbooks 6-24 Workbooks Contains proprietary information and may not be duplicated without express permission from QM. See Order Materials for bulk rates	\$20.00 plus S&H fees \$15.00 plus S&H fees	Not Available

Services	Subscriber Rate	Non-Subscriber Rate
QM-Managed Course Reviews	\$1000.00	\$1,400.00
Course Review Surcharge for inclusion of client specific criteria (Standard 9)	\$300.00	\$400.00
Supplemental State Reviews	\$400.00	\$500.00
QM-Managed Course Recertification	\$400.00	\$650.00
Alternate Version Review	\$400.00	\$650.00

Online Workshops	Subscriber Rate	Non-Subscriber Rate
K-12 Applying the QM Secondary Rubric	\$200.00	\$250.00
Flipping Your Class and More: Exploring Blended Learning	\$175.00	\$225.00
K-12 Online Course Design	\$175.00	\$225.00
K-12 Introduction to Teaching Online	\$175.00	\$225.00
Onsite (Face to Face) Workshops QM sends a certified QM facilitator to your organization to facilitate the full day (6 hours+) workshop. All onsite workshops require additional facilitator travel and expenses.	Subscriber Rate *plus an additional fee for facilitator travel and per diem expenses	Non-Subscriber Rate *plus an additional fee for facilitator travel and per diem expenses
K-12 Applying the QM Secondary Rubric	\$2,800.00*	\$3,300.00*
Flipping Your Class and More: Exploring Blended Learning	\$2,800.00*	\$3,300.00*
K-12 Introduction to Teaching Online	\$2,800.00*	\$3,300.00*
K-12 Online Course Design	\$2,800.00*	\$3,300.00*
Online Certification Courses Eligibility pre-requisites for K-12 Course Reviewers, K-12 Master Reviewers, and K-12 Publisher Reviewers are listed on the QM Program website https://www.qualitymatters.org/k-12-professional-development-and-trainings .	Subscriber Rate	Non-Subscriber Rate
K-12 Reviewer Course	\$175.00	\$200.00
K-12 Master Reviewer Certification	\$300.00	N/A
Accelerated K-12 Reviewer Certification <i>Only eligible for QM Higher Ed. Peer Reviewers</i>	\$50.00	\$75.00
K-12 Publisher Reviewer Certification	\$50.00	\$75.00
K-12 Online Facilitator Certification <i>Only available to K-12 subscribing organizations with a K-12 Training License</i>	\$400.00	N/A
Precision Workshops		
Instructional Materials: Investigating What Works	\$100 per session	\$150 per session
Active Learning: 3-2-1 Engage!	\$100 per session	\$150 per session
Flip the Switch: Motivate Learners with Course Tools and Tech	\$100 per session	\$150 per session
Objectives and Alignment: Framework for Student Success	\$100 per session	\$150 per session



SOFTCHALK LLC

(877)638-2425
sales@softchalk.com
www.softchalk.com

ADDRESS

Idaho Connects Online School
Vickie McCullough
vickie.mccullough@iconschool.org
g
Colleen Hagen
colleen.hagen@iconschool.org

PROFORMA INVOICE 2215

DATE 04/25/2019

EXPIRATION DATE 05/25/2019

SALES REP

Mary Beth Huneke

DATE	PRODUCT	AMOUNT
04/25/2019	SoftChalk Cloud Subscription :Team License up to 2500 students This team subscription license entitles licensee to provide SoftChalk Cloud platform access for an unlimited content authors (faculty/teachers/staff) developing content to reach 1-2,500 students at this institution. It also includes: <ul style="list-style-type: none">• 2GB storage space per individual SoftChalk Cloud account• Premium Support Program which includes:<ul style="list-style-type: none">o Unlimited priority email support for all authorso Live, phone-based assistance from support techs• "Start with Success" professional development program which includes:<ul style="list-style-type: none">o 1 dedicated SoftChalk Overview webinar (1 hr)o 1 hands-on webinar workshop (2 hrs)o Unlimited short course webinar training sessions from our public scheduleo Unlimited access to self-paced training videos	6,200.00

Terms: Net 30 Days

To Purchase:

P.O. by email: sales@softchalk.com

P.O. by fax: (757)257-0027

Card by phone: (877)638-2425 Ext:1

Check by mail: SoftChalk LLC

22 South Auburn Ave
Richmond, VA 23221

TOTAL

\$6,200.00

V. McCullough 6-19-19

To ensure no interruption of service please remit PO or Payment by Expiration Date.

Order Form



PREPARING STUDENTS FOR COLLEGE, CAREER, & life.

300 N. McKemy Avenue, Chandler, AZ 85226

Account Number: 30003467

Quote Number: QUO-07457-M5Y5G8

Date: 5/3/2019

Order Form Expiration Date: 8/24/2019

Education Consultant	Email	Phone	Fax
Brittany Jones	Brittany.Jones@edgenuity.com		
Contact and Billing Information			
School:	Idaho Virtual Education Partners	Contact:	Vickie McCullough
Address:	5680 E Franklin Rd	Phone:	208-475-3093
Address:	Nampa, ID 83687	Email:	vickie.mccullough@iconschool.org
Training Contact:	Vickie McCullough	Email:	vickie.mccullough@iconschool.org
		Phone:	208-475-3093

Term Start Date	Term End Date
8/1/2019	7/31/2020

Qty	Products/Services	Description	Discounted Unit Price	Total Discount	Line Total
125	Full Odysseyware Library (Renewal) - Concurrent	A concurrent license is based on the number of simultaneous users accessing the program at one time. Per license price includes full Odysseyware library for grades 3-12, LMS, online/phone support, and updates during 12-month period.	\$418.00	\$7,125.00	\$52,250.00
1	ClassPace Odysseyware Customer - Pilot - Site	Site license is based on 1 building = 1 site. Per site license includes ClassPace content, LMS, online/phone support & updates for pilot period.	\$0.00		\$0.00
Grand Total					\$52,250.00
Sales Tax					%
Total					\$52,250.00
Notes					
This is for the August 1st 2019 Renewal for Idaho Virtual Education Partners. Please note that this quote does not include any applicable State Sales Tax. Please have a PO or signed quote emailed to: michael.bullock@edgenuity.com					

(TERMS AND CONDITIONS)

This License Agreement ("Agreement") is entered into between the Customer named above and Glynlyon, Inc. for the provision of the Service described above and is effective as of the date first stated above. This Agreement is subject to and governed by the Standard Terms and Conditions available at <https://www.odysseyware.com/terms-and-conditions> ("Terms"). The Terms are hereby incorporated and made a part of this Agreement by reference. By its signature below the Customer accepts all terms and conditions of this Agreement and all contents of the Terms and intends to be bound thereby.

By signing and returning the document, the Customer authorizes and acknowledges that Odysseyware will invoice their account the amount identified on the quote, plus any applicable sales tax, in lieu of a purchase order. This Agreement may be signed in digital format which shall be considered an original.

Signature:

Date:

Title:

Vickie McCullough
Head of School

6-19-19

RENAISSANCE®

PO Box 8036, Wisconsin Rapids, WI 54495-8036
Phone: (800) 338-4204 | Fax: (877) 280-7642
Federal I.D. 39-1559474
www.renaissance.com

Quote

2071517

Idaho Connects Online School - 6011718

1 6th St N

Nampa, ID 83687-3485

Contact: Vickie McCullough - (888) 444-4689

Email: vickie.mccullough@iconschool.org

Reference ID: 342136

Created: 05/02/2019

Quote Summary

School Count: 1

Renaissance Products & Services Total	\$4,045.00
Shipping and Processing	\$0.00
Sales Tax	\$0.00
Grand Total	USD \$4,045.00

This quote includes: Renaissance Star 360 and Renaissance-U.

By signing below, you

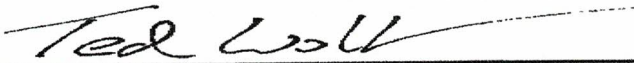
- agree that this Quote, any other quotes issued to you during the Subscription Period and your use of the Applications, the Hosting Services and Services are subject to the Renaissance Terms of Service and License located at <https://doc.renlearn.com/KMNet/R003981304GH3CB5.pdf> which are incorporated herein by reference;
- consent to the Terms of Service and License; and
- consent to the collection, use, and disclosure of the personal information of children under the age of 13 as discussed in the applicable Application Privacy Policy located at <https://www.renaissance.com/privacy-policy/>.

To accept this offer and place an order, please sign and return this Quote.

Renaissance will issue an invoice pursuant to this Quote on the Invoice Date you specify below. If no Invoice Date is listed, Renaissance will issue an invoice within 30 days from the date of this Quote. If your organization requires a purchase order prior to invoicing, please check the box below and issue your purchase order to the Renaissance address below no later than 15 days prior to the Invoice Date. Payment is due net 30 days from the Invoice Date.

If your billing address is different from the address at the top of this Quote, please add that billing address below.

Please check here if your organization requires a purchase order prior to invoicing: []

Renaissance Learning, Inc.	Idaho Connects Online School - 6011718
	By:
Name: Ted Wolf	Name:
Title: VP - Corporate Controller	Title:
Date: 05/02/2019	Date:
	Invoice Date:

Mail: PO Box 8036, Wisconsin Rapids, WI 54495-8036

Fax: (877)280-7642

Email: electronicorders@renaissance.com

Phone: (877)444-3172

If changes are necessary, or additional information is required, please contact your account executive at (800) 338-4204, Thank You.

 6-19-19

RENAISSANCE®

PO Box 8036, Wisconsin Rapids, WI 54495-8036
Phone: (800) 338-4204 | Fax: (877) 280-7642
Federal I.D. 39-1559474
www.renaissance.com

Quote
2071517

Quote Details				
Idaho Connects Online School - 6011718				
Products & Services	Subscription Period	Quantity	Unit Price	Total
Renaissance Applications				
Star 360 Subscription Renewal	08/01/2019 - 07/31/2020	100	\$13.96	\$1,396.00
Platform Services				
Annual All Product Renaissance Platform Renewal	08/01/2019 - 07/31/2020	1	\$750.00	\$750.00
Professional Services				
Renaissance Smart Start Product Training (included with purchase)		1	\$0.00	\$0.00
Assessment Renaissance-U Renewal	08/01/2019 - 07/31/2020	1	\$1,899.00	\$1,899.00
Idaho Connects Online School Total			USD \$4,045.00	

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MONARCH EDUCATIONAL SERVICES, PLLC

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is entered into as of the 10th day of June 2019, between Idaho Connects Online (ICON) and Monarch Educational Services, PLLC ("the Contractor"). WHEREAS, ICON is in need of assessment and consultation services to facilitate processes for students with or suspected to have disabilities as mandated under State and Federal Special Education laws or Section 504 of ADA; needs may also include consultation with parents and staff regarding students with behavioral, social-emotional, and academic concerns.

WHEREAS, Contractor will supply an agent that is specially trained and possesses the necessary education, skills, and licenses or credentials to perform the required services. The agent/owner, Karen Toerne, has a Master's degree in Counseling and Human Services (M.Ed.) and a Specialist degree in School Psychology (Ed.S.). Karen Toerne is a Licensed Professional Counselor (LCPC) in the State of Idaho, a Nationally Certified School Psychologist (NCSP) and credentialed in Pupil Personnel Services with an endorsement in School Psychology in the state of Idaho. Subcontractors with Monarch Educational Services are credentialed with Pupil Personnel Services certification within the State of Idaho and carry their own liability insurance. Subcontractors are supervised by Karen Toerne, owner of Monarch Educational Services.

1. Independent Contractor. Subject to the terms and conditions of this Agreement, ICON engages the Contractor as an independent contractor to perform the services set forth herein, and the Contractor hereby accepts such engagement. This Agreement shall not render the Contractor an employee, partner, agent of, or joint venturer with ICON for any purpose. ICON shall not be responsible for withholding taxes with respect to the Contractor's compensation. The Contractor shall have no claim against ICON or otherwise for vacation pay, sick leave, retirement benefits, social security, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind.

2. Duties. Duties may include but are not limited to: review of academic records; assessment; assessment scoring; student observation; report writing; interviewing; parent, teacher, and/or service provider consultation; and attendance at team meetings as requested. Contractor agrees to render her services under this agreement in a professional manner and in compliance with all state and federal laws including the ethical principals of her respective professional affiliations.

3. Terms. This engagement shall commence upon execution of this Agreement and shall continue in effect through 6/10/20. The Agreement may only be extended thereafter by mutual agreement, unless terminated earlier by operation of and in accordance with this Agreement. ICON agrees that it will have no right to control or direct specific details, manner, or means by which the Contractor accomplishes the results of the services performed hereunder. The Contractor has no obligation to work any particular hours or days, or any particular number of hours or days. However, the Contractor agrees to be reasonably available to perform the duties requested by ICON and accepted by the Contractor, and to respond in a timely and reasonable manner.

4. Compensation. As full compensation for the services rendered pursuant to this Agreement, ICON shall pay the Contractor at the hourly rate of \$ 90.00 per hour and a flat fee of \$45 each visit for the total time spent driving to and from ICON testing facility from the Contractor's office. Compensation shall be

payable within 30 days of receipt of Contractor's monthly invoice for services rendered supported by reasonable documentation.

5. Expenses, Equipment, & Supplies. Equipment/supplies housed by ICON may be utilized by the Contractor. ICON agrees to provide an adequate space to conduct services (i.e., room for testing students reasonably free from distractions) while on-site at ICON. ICON agrees to prepay expenses of \$115 toward office supplies, testing equipment, and all reasonable and approved out-of-pocket expenses which are incurred in connection with the performance of the duties hereunder. This prepayment will occur no later than August 1, 2019.

6. Confidentiality & Property. The Contractor acknowledges that during the engagement she will have access to and become acquainted with various student information and records. The Contractor agrees that she will not disclose any of the aforesaid, directly or indirectly, or use any of them in any manner, either during the term of this Agreement or at any time thereafter, except as required in the course of this engagement with ICON. All reports, files, and records relating to the business of ICON, whether prepared by the Contractor or otherwise coming into her possession, shall remain the exclusive property of ICON. Forms, documents, or other inventions created by the Contractor prior to or while under contract with ICON outside of reports completed for the business of ICON are the property of the Contractor.

7. Consultant's Taxpayer I.D. Number. The taxpayer I.D. number of the Consultant is 47-1890349. The Consultant covenants that it maintains all valid licenses, permits and registrations to perform the services required herein. The Consultant shall provide a copy of all valid licenses and/or certificates to the school.

8. Termination. ICON or Contractor may terminate this Agreement at any time by 14 working days' written notice to the other party. In addition, if ICON or Contractor is convicted of any crime or offense, is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement, the engagement may be terminated without prior written notice.

9. Insurance. The Contractor will carry liability insurance related to the services performed for ICON.

10. Liability. With regard to the services to be performed by the Contractor pursuant to the terms of this agreement, the Contractor shall not be liable to ICON, or to anyone who may claim any right due to any relationship with ICON, for any acts or omissions in the performance of services on the part of the Contractor or on the part of the agents or employees of the Contractor, except when said acts or omissions of the Contractor are due to willful misconduct or gross negligence. ICON shall hold the Contractor free and harmless from any obligations, costs, claims, judgments, attorneys' fees, and attachments arising from or growing out of the services rendered to ICON pursuant to the terms of this agreement or in any way connected with the rendering of services, except when the same shall arise due to the willful misconduct or gross negligence of the Contractor and the Contractor is adjudged to be guilty of willful misconduct or gross negligence by a court of competent jurisdiction.

11. Notices. Any and all notices, demands, or other communications required or desired to be given hereunder by any party shall be in writing and shall be validly given or made to another party if personally served, or if deposited in the United States mail at the addresses at the bottom of the document. Any party may change its address for purposes of this paragraph by written notice given in the manner provided above.

12. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by both parties.

13. **Entire Understanding.** This document and any exhibit attached constitute the entire understanding and agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

14. **Unenforceability of Provisions.** If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above. The parties hereto agree that facsimile signatures shall be as effective as if originals.

Idaho Connects Online

5680 E Franklin Road, Suite 200
Nampa, ID 83687

By: 

Its: Head of School [title or position]

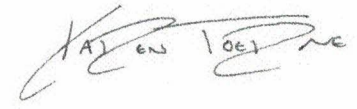
Signature: _____

Monarch Educational Services, PLLC

Owner- Karen Toerne, M.Ed., Ed.S.
Licensed Clinical Professional Counselor
Nationally Certified School Psychologist
4285 N. Sandcastle Pl.
Boise, ID 83703
(208)691-9993
karentoerne@gmail.com

By: Karen Toerne, Owner/Agent

Monarch Educational Services, PLLC



**IDAHO SCHOOL BENEFIT TRUST
EMPLOYER PARTICIPATION AGREEMENT**

Plan Year: September 1, 2019 – August 31, 2020

The Idaho School Benefit Trust (the "Trust") provides certain medical, dental, and vision benefits to active employees and pre-65 retirees of participating Employers. These medical, dental and vision benefits are not fully-insured coverage. The Trust does not participate in the state guaranty association. Rather, the Trust funds the payment of claims through Employer and employee contributions up to a certain limit and then has an agreement for stop-loss coverage that pays for all claims that exceed that limit. The Idaho Department of Insurance requires the Trust to provide an annual audit and to have an independent accredited actuary provide annual certification of the funding amounts and the contributions.

1. Participating School District (the "Employer")

School District Name: ICON
Mailing Address: PO Box 125 City: Star zip: 83669
District Superintendent: Vickie McCullough
E-mail: vickie.mccullough@iconschool.org Phone: 208994 2855 Fax: _____

To comply with Department of Insurance reporting requirements, please identify the percentage of the total Contribution Rates that the District pays and that the total percentage the employees pay effective September 1, 2019 (either on a monthly or an annual basis). For example, if the total monthly Contribution Rate for the District is \$100,000 for September 2019 and the District pays 750,000 of the total monthly cost for all tiers of coverage (e.g. employee-only, employee plus spouse, employee plus children, family), then please show the employer percentage below as 75% of the total cost and the employee percentage as 25% of the total cost.

Employer Percentage: 100% Employee Percentage: 0

2. Benefit Programs Selected for the Upcoming Plan Year. The Employer will offer the benefit options selected in the accompanying the Trust Benefit Selection Agreement(s), which show the plan type, deductible, coinsurance, copayment, and rates selected by the Employer for the upcoming Plan Year. The Employer's superintendent or official designee must sign the Trust Benefit Selection Agreement(s).

3. Trust Contributions and Trustees. The Employer understands and agrees that continued participation in the Trust and the continued coverage of employees and dependents is conditioned on the Employer making timely contributions to the Trust (or its designee). Failure to make timely contribution payments will result in termination of the Employer's participation in the Trust. In addition, the Trustees may terminate an Employer's participation in the Trust for a material failure to comply with the terms of this Agreement. By entering into this Agreement you accept the appointment of the current Trustees of the Trust.

4. Additional Required Information. The Trust (or its designee) may request additional information from the Employer to satisfy certain compliance requirements. The Employer agrees to cooperate in a timely manner to provide such requested information.

5. Additional Terms & Conditions. By entering into this Agreement, you agree to abide by the additional terms and conditions in Appendix A, which is attached hereto. The Trust's delay in exercising or failure to exercise any right, power or privilege under this Agreement on any occasion shall not operate as a waiver; nor shall any single or partial exercise of any right, power or privilege preclude any other or further exercise thereof.

6. Broker Commissions and Disclosure. The Trust (or its designee) will honor an Employer's request to pay compensation in the form of a commission to the Employer's broker pursuant to a written agreement that clearly shows the commission as a percentage of the total contributions for each benefit program (i.e. medical, dental and/or vision). Such commissions will be added to and included in the Employer's rates. On a periodic basis (at least annually), the Trust (or its designee) may provide a report to the Employer's superintendent disclosing the total contributions paid to the Trust and the actual commissions paid by the Trust to the Employer's broker.

7. Acknowledgement. I have reviewed this Agreement, including the Trust Benefit Selection Agreement (s) and the Additional Terms & Conditions, which are incorporated herein and made part of this Agreement. On behalf of my District, I agree to the terms herein for the September 1, 2019 through August 31, 2020 Plan Year.

Signature of Employer Representative (as authorized by the Superintendent):

Kevin McCullough

Date: 6-19-19

APPENDIX A
TO THE IDAHO SCHOOL BENEFIT TRUST
EMPLOYER PARTICIPATION AGREEMENT

Plan Year: September 1, 2019 – August 31, 2020

This Appendix is incorporated into and part of the Employer Participation Agreement. Defined terms (i.e. capitalized terms such as Trust, and Employer) in this Appendix have the same meanings as in the Employer Participation Agreement.

Employee Participation Requirements

You must offer participation in the Trust to your eligible employees. An eligible employee is one who works the required number of hours (on average) per week and who has completed the Employer's required probationary period (not to exceed 90 calendar days).

COBRA

An Employer is subject to COBRA during the current calendar year if the Employer employed 20 or more employees on more than 50% of its typical business days in the preceding calendar year. This number is based on the total number of employees, not the number of employees covered. Part-time employees are included in the total employee count expressed as a fraction. The Trust's third-party administrator will send the required COBRA election notice and collect COBRA payments. However, the Employer will be required to comply with COBRA by, for example, properly providing the applicable COBRA general notice, timely notifying the Trust or its designee of COBRA qualifying events, and satisfying other COBRA compliance requirements.

Changes to Benefit Options

The Trustees have the right to make changes to the benefits from time to time, as they deem necessary in the operation and administration of the Trust. You will be notified of such changes and you agree to notify your covered employees and their dependents within 30 days of receipt of such notice of changes to the benefits.

Plan Summaries, Policies and Procedures

The Trustees have the authority and right to establish plan documents (including summary plan descriptions and benefit outlines), policies and procedures, as they deem necessary, for the operation and administration of the Trust. Such policies and/or procedures may include rules for minimum waiting periods applied to employers that leave the Trust and for reserve contributions from employers that were not recently participating in the Trust. By entering into this Agreement, you agree to abide by the terms and conditions of these documents, policies and procedures.

Employer Benefit Selections

Group enrollment in the benefit options are available annually for a September 1 effective date of coverage. Employer changes between benefit options are not available during the Plan Year, unless allowed by law and approved by the Trustees.

Employer Changes

You will notify the Trust office in writing within 30 days of any changes to your waiting periods, eligibility requirements, or other information described in this Agreement. These changes, if approved by the Trustees (or their designee), will be effective the first of the month following receipt of the notice to the Trust office. Employees hired before the effective date of the change will remain subject to the previous rules set by the Employer for the remainder of the Plan Year.

Eligibility Requirements

Should the total enrollment of Eligible Employees fall below the required 85%, the Plan will be subject to surcharge or discontinued at the next renewal date. Existing districts that do not meet this criterion must submit to the Plan Administrator a written plan showing how and when compliance will be accomplished.

Changes in Employee Information, Eligibility or Enrollment

Within 30 days following the event, you must notify the Trust office (or its designee) of any of the following changes:

- Change to an employee's or dependent's address
- Change in enrollment or eligibility, including but not limited to –
 - termination of employment or reduction in hours
 - employee's death or entitlement to Medicare
 - ineligible dependents, if participating Employer is notified
 - newly eligible dependents due to marriage, birth or adoption
- Leave of absence, including when an employee takes an FMLA leave or a USERRA leave, or fails to return to covered employment from an FMLA leave or a USERRA leave.
- Receipt of Qualified Medical Child Support Orders.

The Employer will be responsible to reimburse the Trust for any claims paid on behalf of ineligible employees and/or their dependents that result from a failure of the Employer to notify the Trust in a timely manner of changes or terminations. In addition, the Employer will be responsible to reimburse the Trust for any claims paid on behalf of ineligible employees and/or their dependents that are covered as a result of incorrect information.

Open Enrollment

The Employer agrees to provide an open enrollment each year to all eligible employees prior to a September 1 effective date. During open enrollment, an employee or dependent who was not enrolled when he or she first became eligible, or as allowed under special enrollment conditions, may be enrolled, and enrollees may change plans if the Employer offers a dual choice.

Contributions

The Trustees establish the annual amount of the contributions payable by participating Employers. The Trustees have the right to change the contribution amounts and how the amount is determined. By entering into this Agreement, you agree to the amounts that the Trustees have established for your group.

Payment of Contributions

You agree to pay all contributions by the due date and to abide by the Trust's delinquent contributions policy. You agree that the coverage and benefits provided through this Agreement under the Trust will be cancelled if your contribution payment is not received by the due date described in the delinquent contribution policy.

Summary of Benefits and Coverage (SBC)

Employers must complete and return all enrollment/renewal materials, including an SBC attestation of delivery, in a prompt and timely manner to the Trust office (or its designee). Incomplete or delayed enrollment/renewal materials may cause delays in processing and affect the Employer's ability to view SBCs. The Employer must register for access to the Blue Cross of Idaho Employer portal if you are new to the Trust or don't currently have a login. Employers must deliver the SBCs to all eligible employees (even those not enrolled) and dependents for all selected plan options 30 days prior to the start of the new Plan Year. The Employer must promptly notify the Trust office of any changes to coverage or issues regarding SBCs.

Legal Compliance

You understand and agree that as an Employer sponsoring an employee benefit plan for your employees you have certain legal obligations under state and federal law. By entering into this Agreement, you agree that you or your staff employees are familiar with or will become familiar with your compliance requirements under COBRA, FMLA, HIPAA, USERRA, PPACA and other applicable laws and regulations. Also, you agree that you will take the necessary steps and actions to comply with these laws and regulations and to cooperate with the Trust (or its designee) in satisfying its obligations to comply with applicable laws and regulations.

Leave of Absence

The Trust office must receive notified, in writing, containing the employee's name, the date the leave was granted, and the length of the leave within 30 days of the date of the leave event. A leave of absence can only be allowed when an employee is experiencing a personal or medical situation that is requiring the employee to be off the job for an extended period of time or for an employee that is working reduced hours, but not separated from the employer. The Employer group is responsible for contribution payment for the entire length of the leave of absence.

Delinquent Contribution Policy

Employer and employee contributions are due from the Employer in a timely manner each month. The Employer's account will be considered delinquent if payment is not received, in full, by the due date on the invoice. If payment is 30 days late, benefit coverage for the entire Employer group may be terminated back to the last day of the month in which a full contribution was paid. Contributions are due in full; partial payments will not be accepted. If an Employer leaves the Trust and has outstanding payments, the Trust will attempt to collect the outstanding payments. If the Employer does not bring the account current within 90-days of termination, the Trust may take legal action to collect the outstanding payments. If an Employer is terminated due to non-payment of all or a portion of its contribution, employees and former employees may lose their coverage rights, and such liability will be the responsibility of the Employer.

Trustees and Trust Agreement

By entering into this Agreement you accept the appointment of the current Trustees of the Trust. By entering into this Agreement, you agree to abide by the terms and conditions of the Trust Agreement and the terms and conditions of the benefit options offered under the Trust, including the information described in this Agreement.

Miscellaneous

This Agreement supersedes any previous Employer participation or similar agreement. The laws of the State of Idaho shall govern this Agreement.

Staff

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this ____1st____ day of ____June____ year of ____2019____, by and between
 _____ICON_____ Charter School in _____Nampa_____, Idaho
 ("the School"), and _____Shirley Williamson_____ ("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 ____19/20____ school year, consisting of a period of ____238____ days, and agrees to pay the Certified Personnel for said services a sum of ____seventy thousand six hundred ninety eight and ninety three cents____ Dollars (\$____70,698.93____), of which ____1/12____ shall be payable on the ____1st____ day(s) of the months ____September____, year of ____2019____ to ____August____ year of ____2020____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____Full Time Leadership_____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

 _____ICON_____ CHARTER SCHOOL _____, STATE OF IDAHO

 _____Shirley A. Williamson_____ June 7, 2019_____ CERTIFIED PERSONNEL

 _____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 _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho ("the
 School"), and _____ Connie Johnston _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ sixty thousand ninety four and nine cents _____ Dollars (\$ _____ 60,094.09 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ Full time Math Instruction _____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

 ICON CHARTER SCHOOL _____, 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 1st day of June year of 2019 , by and between
 ICON Charter School in Nampa , Idaho
 ("the School"), and Kendra Pettit ("the Certified Personnel").

WITNESSETH:

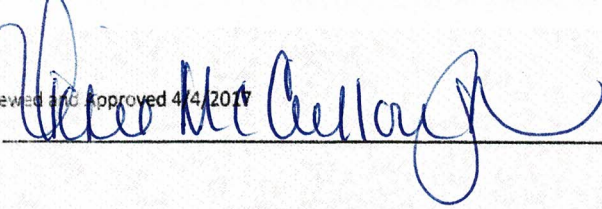
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of sixty thousand and ninety four and nine cents Dollars (\$ 60,094.09), of which 1/12 shall be payable on the 1st day(s) of the months September , year of 2019 to August year of 2020 , inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full time Counselor and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

 ICON CHARTER SCHOOL STATE OF IDAHO
 Kendra Pettit CERTIFIED PERSONNEL
 [Signature] CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest:



ADMINISTRATOR OR CLERK

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

SDE Reviewed and Approved 3/28/2019

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 1st day of June year of 2019, by and between
ICON Charter School in Nampa, Idaho
 ("the School"), and Tara Divittorio ("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 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of fifty four thousand and eighty four and sixty eight cents Dollars (\$ 54,084.68), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2019 to August year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full time English 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.

ICON CHARTER SCHOOL STATE OF IDAHO

Tara Divittorio

CERTIFIED PERSONNEL

Debbie McClellan

CHAIRMAN, BOARD OF DIRECTORS

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.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____1st_____ day of _____June_____ year of _____2019_____, by and between
 _____ICON_____ Charter School in _____Nampa_____, Idaho
 ("the School"), and _____Ian Fitzpatrick_____ ("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 _____19/20_____ school year, consisting of a period of _____238_____ days, and agrees to pay the Certified Personnel for said services a sum of _____sixty thousand and ninety four and nine cents_____ Dollars (\$ _____60,094.09_____), of which _____1/12_____ shall be payable on the _____1st_____ day(s) of the months _____September_____, year of _____2019_____ to _____August_____ year of _____2020_____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____Full time Science Instruction_____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

_____ICON_____ CHARTER SCHOOL _____, STATE OF IDAHO

_____CERTIFIED PERSONNEL

_____CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Kate Milburn _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ fifty four thousand and eighty four and sixty eight cents _____ Dollars (\$ _____ 54,084.68 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ Full time Social Studies _____ 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.

_____ ICON _____ CHARTER SCHOOL _____, STATE OF IDAHO

Kathryn Milburn _____ CERTIFIED PERSONNEL

[Signature] _____ CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____

A handwritten signature in blue ink, appearing to read "Dale McQuinn", is written over a horizontal line.

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Kristin Houle _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ sixty thousand and ninety four and nine cents _____ Dollars (\$ _____ 60,094.09 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ Full time Middle School and French _____ 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.

 _____ ICON _____ CHARTER/SCHOOL _____, STATE OF IDAHO

 _____ CERTIFIED PERSONNEL

 _____ CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____1st____ day of _____June____ year of 2019, by and between ICON _____
Charter School in _____Nampa____, Idaho ("the School"), and _____Jon Gould____ ("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 _____19/20____ school year, consisting of a period of _____238____ days, and agrees to pay the Certified Personnel for said services a sum of _____sixty thousand and ninety four and nine cents____ Dollars (\$ _____60,094.09____), of which _____1/12____ shall be payable on the _____1st____ day(s) of the months _____September____, year of _____2019____ to _____August____ year of _____2020____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____Full time Math____ 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.

ICON _____ CHARTER SCHOOL _____, 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 1st day of June year of 2019, by and between
ICON Charter School in Nampa, Idaho
 ("the School"), and Rosemary Miller ("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 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of sixty thousand and ninety four and nine cents Dollars (\$ 60,094.09), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2019 to August year of 2020 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full time Social Studies Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

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

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.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Natalie Raass _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ sixty thousand and ninety four and nine cents _____ Dollars (\$ _____ 60,094.09 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____ inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ Full time Special Education _____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

 _____ ICON _____ CHARTER SCHOOL _____, STATE OF IDAHO
 _____ Natalie Raass _____ CERTIFIED PERSONNEL
 _____ _____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Emiko Quintana _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ forty five thousand seventy and fifty seven cents _____ Dollars (\$ _____ 45,070.57 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ .75 Math Instruction _____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

_____ ICON _____ CHARTER SCHOOL _____, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/1/2017

Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 1st day of June year of 2019, by and between
ICON Charter School in Nampa, Idaho
 ("the School"), and Pat Donaldson Lehne ("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 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of sixty thousand and ninety four and nine cents Dollars (\$ 60,094.09), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2019 to August year of 2020 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full time Science/Nursing 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.

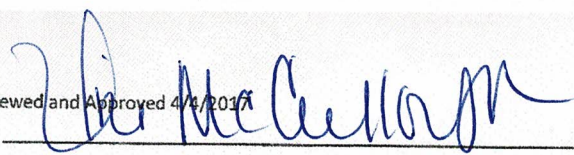
ICON CHARTER SCHOOL STATE OF IDAHO

Pat Donaldson Lehne CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest:



ADMINISTRATOR OR CLERK

SDE Reviewed and Approved 3/28/2019

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this ____ 1st ____ day of ____ June ____ year of ____ 2019 ____, by and between
____ ICON ____ Charter School in ____ Nampa ____, Idaho
("the School"), and ____ Jacob Sanders ____ ("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 ____ 19/20 ____ school year, consisting of a period of ____ 238 ____ days, and agrees to pay the Certified Personnel for said services a sum of ____ fifty four thousand and eighty four and sixty eight cents ____ Dollars (\$ ____ 54,084.68 ____), of which ____ 1/12 ____ shall be payable on the ____ 1st ____ day(s) of the months ____ September ____, year of ____ 2019 ____ to ____ August ____ year of ____ 2020 ____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): ____ Full time Health/PE/Testing ____ 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.

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

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.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 1st day of June year of 2019 , by and between ICON Charter School in Nampa , Idaho ("the School"), and Kristy Estrada ("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 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of sixty thousand and ninety four and nine cents Dollars (\$ 60,094.09), of which 1/12 shall be payable on the 1st day(s) of the months September , year of 2019 to August year of 2020 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full time English 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.

 ICON CHARTER SCHOOL STATE OF IDAHO
 Kristy M Estrada CERTIFIED PERSONNEL
 [Signature] CHAIRMAN, BOARD OF DIRECTORS
 [Signature]

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 1st day of June year of 2019, by and between
ICON Charter School in Nampa, Idaho
 ("the School"), and Melinda Hatten ("the Certified Personnel").

WITNESSETH:

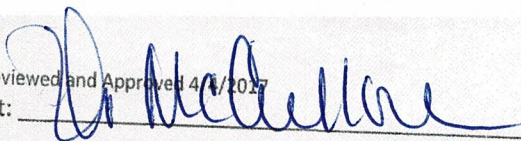
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of sixty thousand and ninety four and nine cents Dollars (\$ 60,094.09), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2019 to August year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full time English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

ICON CHARTER SCHOOL, STATE OF IDAHO
Melinda Hatten CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/1/2017

Attest: _____



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Chad Ritzer _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ thirty thousand forty seven and four cents _____ Dollars (\$ _____ 30,047.04 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____ inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ .50 Art and Math _____ 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.

 ICON CHARTER SCHOOL _____, STATE OF IDAHO

 _____ CERTIFIED PERSONNEL

 _____ CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Julie Schindler _____ ("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 _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ forty thousand five hundred sixty three and fifty one cents _____ Dollars (\$ _____ 40,563.51 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ .75 Music and Electives _____ 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.

 _____ ICON _____ CHARTER SCHOOL _____, STATE OF IDAHO
 _____ Julie Schindler _____ CERTIFIED PERSONNEL June 17, 2019
 _____ _____ 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 1st day of June year of 2019, by and between
ICON Charter School in Nampa, Idaho
 ("the School"), and Victoria Moroney ("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 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of fifteen thousand twenty three and fifty two cents Dollars (\$ 15,023.52), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2019 to August year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): .25 Spanish 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.

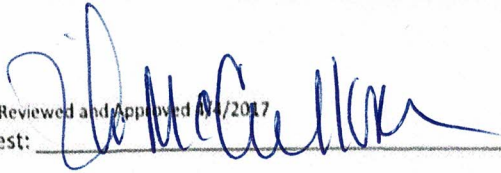
IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified personnel has executed the same all on the date first above written.

ICON CHARTER SCHOOL _____, STATE OF IDAHO
Victoria Moroney CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS

This contract form was prepared by _____

SDE Reviewed and Approved 4/2017

Attest:



ADMINISTRATOR OR CLERK

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

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this ____1st____ day of ____June____ year of ____2019____, by and between
 _____ICON_____ Charter School in ____Nampa_____, Idaho
 ("the School"), and ____Amanda Peterson_____ ("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 ____19/20____ school year, consisting of a period of ____238____ days, and agrees to pay the Certified Personnel for said services a sum of ____forty two thousand sixty five and eighty six cents____ Dollars (\$ ____42,065.86____), of which ____1/12____ shall be payable on the ____1st____ day(s) of the months ____September____, year of ____2019____ to ____August____ year of ____2020____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): ____Full time English____ 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.

____ICON____ CHARTER SCHOOL _____, STATE OF IDAHO

____*Amanda Peterson*____ CERTIFIED PERSONNEL

____*[Signature]*____ CHAIRMAN, BOARD OF DIRECTORS

SDE Reviewed and Approved 4/4/2017

Attest: _____

ADMINISTRATOR OR CLERK

SDE Reviewed and Approved 3/28/2019

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 1st day of June year of 2019, by and between
ICON Charter School in Nampa, Idaho
 ("the School"), and Melissa Sullivan ("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 19/20 school year, consisting of a period of 238 days, and agrees to pay the Certified Personnel for said services a sum of twenty seven thousand forty two and thirty four cents Dollars (\$ 27,042.34), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2019 to August year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): .50 Science 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.

ICON CHARTER SCHOOL STATE OF IDAHO
Melissa M Sullivan CERTIFIED PERSONNEL

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.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Brenda Suchy _____ ("the Certified Personnel").

WITNESSETH:

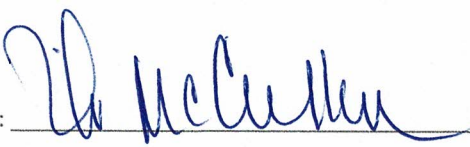
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ sixty thousand and ninety four and nine cents _____ Dollars (\$ _____ 60,094.09 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of _____ 2019 _____ to _____ August _____ year of _____ 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ Full time Social Studies _____ 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.

_____ ICON _____ CHARTER SCHOOL _____, STATE OF IDAHO

Brenda Suchy _____ CERTIFIED PERSONNEL

[Signature] _____ CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK



STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this _____ 1st _____ day of _____ June _____ year of 2019 _____, by and between
 _____ ICON _____ Charter School in _____ Nampa _____, Idaho
 ("the School"), and _____ Colleen Hagen _____ ("the Certified Personnel").

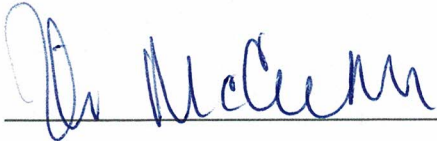
WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the _____ 19/20 _____ school year, consisting of a period of _____ 238 _____ days, and agrees to pay the Certified Personnel for said services a sum of _____ sixty two thousand forty _____ Dollars (\$ 62,040.00 _____), of which _____ 1/12 _____ shall be payable on the _____ 1st _____ day(s) of the months _____ September _____, year of 2019 _____ to _____ August _____ year of 2020 _____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ Full Time Leadership _____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, 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.

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

SDE Reviewed and Approved 3/28/2019

Attest:  ADMINISTRATOR OR CLERK