

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 29th day of May year of 2026, by and between
Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"),
 and Lorinda Sowell ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Six Thousand Four Hundred and Twenty-Seven Dollars (\$66,427), of which \$2,554.88 shall be payable on the Bi-weekly Friday(s) of the months beginning August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 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.

 CHARTER SCHOOL _____, STATE OF IDAHO
Lorinda Sowell _____ CERTIFIED PERSONNEL
Bailey Jean Danna _____ CHAIRMAN, BOARD OF DIRECTORS
 Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 29th day of May year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and Amanda Armstrong ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Four Thousand Three Hundred and Fifty Two Dollars (\$54,352), of which \$2,090.46 shall be payable on the Bi-weekly Friday(s) of the months beginning August, year of 2026, to July, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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.

CHARTER SCHOOL _____, STATE OF IDAHO
Amanda Armstrong _____
CERTIFIED PERSONNEL
Bailey Jean Lann _____
CHAIRMAN, BOARD OF DIRECTORS
Attest: Jess-MU _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 29th day of May year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and Anna Thomas ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Three Thousand Four Hundred and Two Dollars (\$53,402), of which \$2,053.92 shall be payable on the bi-weekly Friday(s) of the months beginning August, year of 2026, to July, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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.

CHARTER SCHOOL _____, STATE OF IDAHO

Anna Thomas

CERTIFIED PERSONNEL

Bailey Jean Lippert

CHAIRMAN, BOARD OF DIRECTORS

Attest: JSS-M. W.

ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

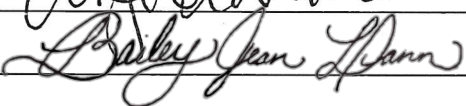
THIS CONTRACT, made this 29th day of May year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and Angie Eldredge ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Thousand and Seven Hundred and Fifty-Two Dollars (\$60,752), of which 2,336.61 shall be payable on the Bi-weekly Friday(s) of the months beginning August, year of 2026 to July year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 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.

_____, CHARTER SCHOOL, STATE OF IDAHO

_____, CERTIFIED PERSONNEL

_____, CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 29th day of May year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and Jonah Lloyd ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Thousand Seven Hundred and Fifty-Two Dollars (\$60,752), of which \$2,336.61 shall be payable on the bi-weekly Friday(s) of the months beginning August, year of 2026, to July, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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.

_____, CHARTER SCHOOL _____, STATE OF IDAHO

_____, CERTIFIED PERSONNEL

_____, CHAIRMAN, BOARD OF DIRECTORS

Attest: _____, ADMINISTRATOR OR CLERK

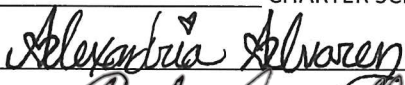
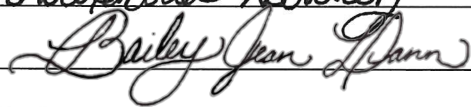
STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 5th day of June year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and Alex Alavarez ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Seven Thousand Two Hundred and Thirty-Nine Dollars (\$57,239), of which 2,201.50 shall be payable on Bi-weekly Friday(s) of the months August 1st, year of 2026 to July 31st year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 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, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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.

_____, CHARTER SCHOOL _____, STATE OF IDAHO
 _____ CERTIFIED PERSONNEL
 _____ CHAIRMAN, BOARD OF DIRECTORS
Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 29th day of May year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and DeMar Galloway ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Fifty One Thousand Three Hundred and Two Dollars (\$51,302), of which 1,973.15 shall be payable on the Bi-weekly Friday(s) of the months Beginning August, year of 2026, to July, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): General Education Teacher 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 and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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.

_____, CHARTER SCHOOL _____, STATE OF IDAHO

*DeMar Galloway*_____, CERTIFIED PERSONNEL

*Bailey Jean Damm*_____, CHAIRMAN, BOARD OF DIRECTORS

Attest: _____
*Jesse M. W.*_____, ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of June year of 2026, by and between Chief Tahgee Elementary Academy Charter School in Fort Hall, Idaho ("the School"), and Cliven Saxton ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2026-2027 school year, consisting of a period of 187 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Nine thousand two hundred and eighty five Dollars and fifty four cents (\$69,285.54), of which 2,664.83 shall be payable Bi-weekly Friday(s) of the months August 1st, year of 2026, to July 31st, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): School 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 and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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.

_____, CHARTER SCHOOL _____, STATE OF IDAHO
Cliven Saxton _____ CERTIFIED PERSONNEL
Billy Jean Lann _____ CHAIRMAN, BOARD OF DIRECTORS
Attest: [Signature] _____ ADMINISTRATOR OR CLERK

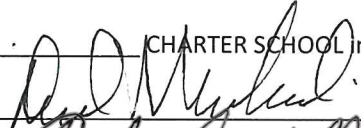
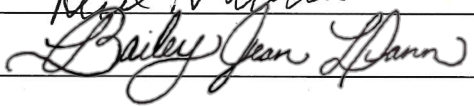
STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 3rd day of June year of 2026, by and between Chief Tahgee Elementary Academy Charter School, Fort Hall, Idaho ("the School"), and David Mirhadi ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of Principal so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (220 months or days per year), beginning in the month and day of August 01, year of 2026, through the month and day of July 31st, year of 2027, at a base salary of Seventy Six Thousand and Five Hundred Dollars (\$76,500) per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$2,942.30 on Bi weekly Friday(s) of each month beginning in August, year of 2026, to July, year of 2027, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Fort Hall, Idaho on August 01, in the year 2026, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho and such regulations, directives, and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the 2026-2027 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

_____, CHARTER SCHOOL in _____, STATE OF IDAHO

_____, ADMINISTRATOR

_____, CHAIRMAN, BOARD OF DIRECTORS
Attest: _____ CLERK