

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Wendy
Wheelock ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Three Hundred Fifty-Nine Dollars and Seventy Cents (\$69,359.70), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Special Education 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 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 Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

10. The terms of this Contract are separate and apart from, and do not include or incorporate, any terms of any Master 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.

ICON CHARTER SCHOOL in Garden City, STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____
ADMINISTRATOR OR CLERK

STATE OF IDAHO: RETIRED CHARTER CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT is made this 2nd day of June year of 2026, by and between ICON Charter School in Garden City, Idaho ("the School"), and Lynette White ("the Certified Personnel"), provided that the Certified Personnel certifies that he or she has not received any state-funded early retirement benefit. Past receipt of such benefit makes the Certified Personnel ineligible for employment in a certificated capacity, pursuant to Section 33-1004H, Idaho Code, and automatically renders this Contract null and void.

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-1004H, Idaho Code, on a limited one school-year at-will basis, solely for the duration of the 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Nineteen Thousand Two Hundred Sixty-Six Dollars and Fifty-Seven Cents (\$ 19,266.57), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other benefits as indicated herein.
2. Assignment(s): 0.25 FTE 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 parties hereto agree that this is a one-year Contract entered into pursuant to Sections 33-6206(3) and 33-1004H, Idaho Code, and is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel will accrue one (1) day of sick leave per month of the contract period. Sick leave will not X accumulate beyond the contract period for use in subsequent contracts entered into with the School by the Certified Personnel. No sick leave accrued pursuant to this Contract shall qualify for the unused sick leave benefit as provided in section 33-1228, Idaho Code.
5. The School will provide the following benefits to the Certified Personnel during the contract period:
 Health Insurance Life Insurance Other ()
6. 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 the assigned grades or subjects during all times that performance is required hereunder.
7. 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.
8. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
9. 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.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Justin
Gardner ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Nineteen Thousand Two Hundred Sixty-Six Dollars and Fifty-Seven Cents (\$19,266.57), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.25 FTE 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 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 Garden City, STATE OF IDAHO

Justin Gardner CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

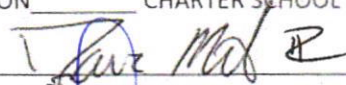
THIS CONTRACT, made this ____ 2nd ____ day of ____ June ____ year of ____ 2026 ____, by and between
____ ICON ____ Charter School in ____ Garden City ____, Idaho ("the School"), and ____ David
Miles ____ ("the Certified Personnel").

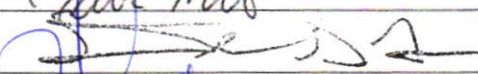
WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the ____ 26/27 ____ school year, consisting of a period of ____ 166 ____ days, and agrees to pay the Certified Personnel for said services a sum of ____ Nineteen Thousand Two Hundred Sixty-Six Dollars and Fifty-Seven Cents ____ (\$ ____ 19,266.57 ____), of which ____ 1/12 ____ shall be payable on the ____ 1st ____ day(s) of the months ____ September ____, year of ____ 2026 ____ to ____ August ____ year of ____ 2027 ____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): ____ 0.25 FTE 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 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 ____ Garden City ____, 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and
Kendra Pettit ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
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 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.

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ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Kendra Pettit CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Natalie
Tau ("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 26/27 school year, consisting of a period of 177 days, and agrees to pay the Certified Personnel for said services a sum of Eighty-Six Thousand Eight Hundred Thirty-Six Dollars and Thirty-Two Cents (\$ 86,836.32), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2025 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO

Natalie Tau CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June, year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and
Rosemary McClellan ("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 26/27 school year, consisting of a period of 177 days, and agrees to pay the Certified Personnel for said services a sum of Eighty-Six Thousand Eight Hundred Thirty-Six Dollars and Thirty-Two Cents (\$ 86,836.32), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
 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 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 Garden City, STATE OF IDAHO

Rosemary McClellan CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

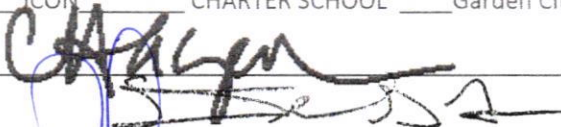
STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Colleen
Hagen ("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 26/27 school year, consisting of a period of 177 days, and agrees to pay the Certified Personnel for said services a sum of Eighty-Six Thousand Eight Hundred Thirty-Six Dollars and Thirty-Two Cents (\$86,836.32), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
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 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 Garden City, STATE OF IDAHO
 CERTIFIED PERSONNEL
 CHAIRMAN, BOARD OF DIRECTORS
Attest:  ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

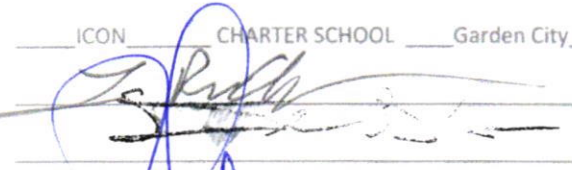
THIS CONTRACT, made this 31 day of July year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Leland
Anderson ("the Certified Personnel").

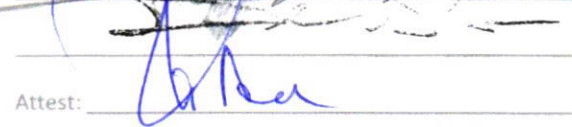
WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Thirty-eight Thousand Five Hundred Thirty-three Dollars and Thirteen Cents (\$ 38,533.13), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026, to August, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.5 FTE 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 parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. 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.
5. 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.
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.

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 31 day of July year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and
Rebecca Liston ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Thirty-eight Thousand Five Hundred Thirty-three Dollars and Thirteen Cents (\$ 38,533.13), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026, to August, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.5 FTE 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 parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. 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.
5. 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.
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.

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ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Rebecca S. Liston CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Alisia
Croslin ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO
Alisia Croslin CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Andrea
Robbins ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

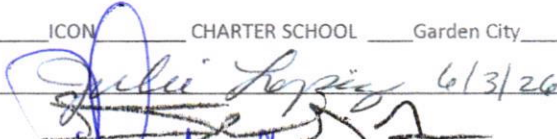
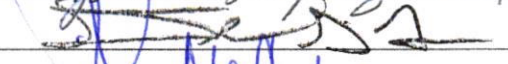
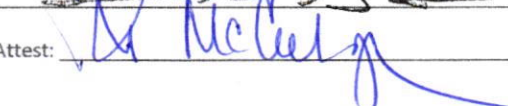
STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June, year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Julie
Lopez ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO
 6/3/26 CERTIFIED PERSONNEL
 CHAIRMAN, BOARD OF DIRECTORS
Attest:  ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), 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 2nd day of June, year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and
Melissa Sullivan ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO
Melissa M. Sullivan CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] 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 districts. 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Moriah
Haws ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE History 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 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 Garden City, STATE OF IDAHO

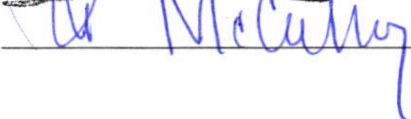


CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS

Attest:



ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Chad
Ritzer ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Thirty-Eight Thousand Five Hundred Thirty-Three Dollars and Thirteen Cents (\$38,533.13), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.50 FTE Art 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 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 Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June, year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Paul
Benzel ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Michael
Shane ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Three Hundred Fifty-Nine Dollars and Seventy Cents (\$ 69,359.70), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 6th Grade 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 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 Garden City, STATE OF IDAHO

Michael Shane CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June, year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Ronalee
Flansburg ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Three Hundred Fifty-Nine Dollars and Seventy Cents (\$69,359.70), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO
Ronalee Flansburg CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
[Signature] ADMINISTRATOR OR CLERK
Attest: [Signature]

STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June, year of 2026, by and between ICON Charter School in Garden City, Idaho ("the School"),

and Glynn Bennion ("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 26-27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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.

ICON CHARTER SCHOOL, Garden City, STATE OF IDAHO

Glynn Bennion CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

____ICON____ CHARTER SCHOOL ____Garden City____, STATE OF IDAHO

Kristy Timmons 06/04/2026 _____ CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this ____2nd____ day of ____June____ year of ____2026____, by and between
____ICON____ Charter School in ____Garden City____, Idaho ("the School"), and ____Kristy
Timmons____ ("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 ____26/27____ school year, consisting of a period of ____166____ days, and agrees to pay the Certified Personnel for said services a sum of ____Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents____ (\$____77,066.25____), of which ____1/12____ shall be payable on the ____1st____ day(s) of the months ____September____, year of ____2026____ to ____August____ year of ____2027____, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): ____1.0 FTE 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 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.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Kelly
Culligan ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Three Hundred Fifty-Nine Dollars and Seventy Cents (\$ 69,359.70), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE CTE 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 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 Garden City, STATE OF IDAHO

Kelly Culligan 6/4/2026 CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Brenda
 Close ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 11th and 12th Grade 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 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 Garden City, STATE OF IDAHO

Brenda Close CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Emiko
Quintana ("the Certified Personnel").

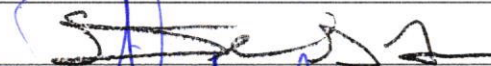
WITNESSETH:

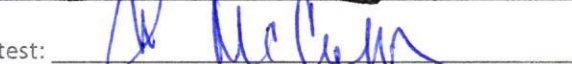
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Seven Thousand Seven Hundred Ninety-Nine Dollars and Sixty-Nine Cents (\$ 57,799.69), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.75 FTE 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 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 Garden City, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

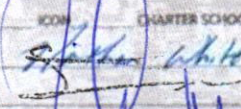
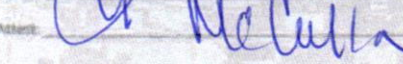
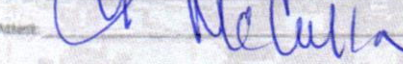
STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June, year of 2026, by and between
ICCN Charter School in Garden City, Idaho ("the School"), and Nathan
White ("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 26/27 school year, consisting of a period of 156 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$77,066.25), of which 1/12 shall be payable on the 1st day(s) of the month September, year of 2026 to August, year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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.

ICCN CHARTER SCHOOL Garden City, 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Steven J Sanders ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-One Thousand Two Hundred Fifty-Eight Dollars and Sixty-Seven Cents (\$71,258.67), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Heath/PE/Testing 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 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 Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Tyson
Beggs ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.50 FTE Math Instruction and 0.50 Instructional Coach 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.

ICON CHARTER SCHOOL Garden City, 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Kathryn
Milburn ("the Certified Personnel").

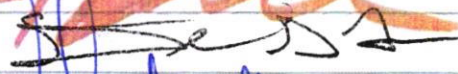
WITNESSETH:

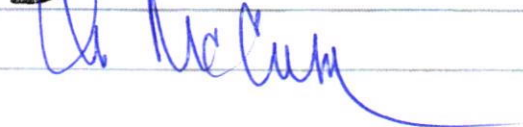
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Thousand Dollars and Zero Cents (\$ 80,000.00), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
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 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 Garden City, 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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"),
and Jodie Crockett ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Nine Thousand Three Hundred Fifty-Nine Dollars and Seventy Cents Dollars (\$ 69,359.70), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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.

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Jodie Crockett CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
Attest: [Signature] ADMINISTRATOR OR CLERK

SDE Reviewed and Approved 3/28/2016

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL
CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 2nd day of June
year of 2026, by and between ICON
Charter School in Garden City, Idaho ("the School"), and
Paul Stephens ("the Certified Personnel").

WITNESSETH:

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, Garden City, STATE
OF IDAHO

Paul B. Stephens
CERTIFIED PERSONNEL

[Signature]
CHAIRMAN, BOARD OF DIRECTORS
Attest: [Signature]
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 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Mark
Lagomarsino ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$ 77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO

Mark Lagomarsino CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of June year of 2026, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Ian
 Fitzpatrick ("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 26/27 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Seven Thousand Sixty-Six Dollars and Twenty-Five Cents (\$77,066.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 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 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 Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK