

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025, to August, year of 2026, 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Glynn Bennion 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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026 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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

Moriah Haws 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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026 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: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Middle School 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, 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

Julie A Lopez CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

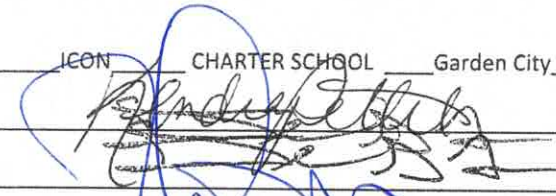
STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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.

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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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, 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

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RIVERVIEW CHARTER SCHOOL Certified Personnel Contract

THIS CONTRACT made this 21st day of May year of 2025 by and between
ICSA Charter School in London City State (The School), and
Stephens (The Certified Personnel)

WITNESSETH

1. The School hereby accepting the Certified Personnel pursuant to Section 20-1206(2), Idaho Code for the duration of the 2025 school year, consisting of a period of 180 days, and agrees to pay the Certified Personnel for said services a total of Twenty Seven Thousand Seven Hundred and Twenty Five Dollars (\$27,750.00) of which, 100% shall be payable on the 1st day of the month September year of 2025 to August year of 2026, inclusive, and such other monetary benefits as provided for by contractual agreements by the School.
2. Employment: 1 FTE Math Instruction and such other duties as may be assigned to 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 focus and maintain the legal qualifications required for certification or to teach in the relevant 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 ending this Contract.
6. The present board of directors may terminate or reduce the full time employment status of the Certified Personnel at the end of the school year stated in Section 1 of this contract, without giving any further compensation, if the board determines a reduction in force pursuant to Section 20-1204, 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 to be construed as a waiver of any of the rights, powers, privileges, or duties of either party herein, beyond what 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 20-1202, Idaho Code.

BY SIGNING HEREON the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has accepted the terms of the same as set forth above written.

ICSA CHARTER SCHOOL London City STATE OF IDAHO

Paul B. Stephens CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

[Signature] ADMINISTRATION ON FILE

This contract form was prepared pursuant to Section 20-1206(2), Idaho Code, and approved by the State Superintendent of Public Instruction. It is a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

[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 22nd day of May year of 2025, by and between ICON 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

Nathan White _____ CERTIFIED PERSONNEL

 _____ CHAIRMAN, BOARD OF DIRECTORS

Attest:  _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025, to August, year of 2026, 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Jodie Crockett 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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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 06/13/2025 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 22nd day of May, year of 2025, by and between
IC04 Charter School in Garden City, Idaho ("the School"), and RonLee
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 25/26 school year, consisting of a period of 173 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 month September, year of 2025 to August year of 2026, 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.

IC04 CHARTER SCHOOL Garden City, STATE OF IDAHO
RonLee Flansburg CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
[Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

[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 4th day of August year of 2025, by and between ICON Charter School in Garden City, Idaho ("the School"), and Dan Drlik ("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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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 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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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
 _____ CERTIFIED PERSONNEL
 _____ CHAIRMAN, BOARD OF DIRECTORS
 Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, by and between 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

[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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 178 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 2026, 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

Colleen Hagen 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 22nd day of May year of 2025, by and between ICON Charter School in Garden City, Idaho ("the School"), and Rosemary Miller ("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 25/26 school year, consisting of a period of 178 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 2026, 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 McCellan CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of August year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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, 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

[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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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

[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 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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
 _____ CERTIFIED PERSONNEL
 _____ CHAIRMAN, BOARD OF DIRECTORS
 Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Health/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
 _____ CERTIFIED PERSONNEL
 _____ CHAIRMAN, BOARD OF DIRECTORS
 Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 178 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 2026, 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

Idaho Department of Education Reviewed and Approved 04/07/2025

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: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 22nd day of May year of 2025, 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 25/26 school year, consisting of a period of 173 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 2025 to August year of 2026, 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