

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Michele Anderson** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Two Thousand Three Hundred Sixty Two Dollars (\$62,362)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Christopher Cowan** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy Two Thousand One Hundred Twenty Seven Dollars (\$72,127)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Music**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Christopher Cowan** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**Music - \$1,778**

**Band - \$1,778**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Richard Crawford** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Three Thousand Four Hundred Thirty Nine Dollars (\$83,439)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Richard Crawford** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**8th Grade Advisor - \$209**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Donald Curry** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Four Thousand Six Hundred Seventy One Dollars (\$64,671)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Donald Curry** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**11th Grade Advisor - \$523**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Jessica Dahlin** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy Seven Thousand Five Hundred Seventy Four Dollars (\$77,574)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK



## STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Becky Finnell** ("the Administrator").

### WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of (1) year (210 days per year), beginning in the month and day of August 5, year of 2025, through the month and day of June 18, year of 2026, at a base salary of Ninety Thousand One Hundred Seventy Seven Dollars (\$90,177) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$7,514.71 on the 15th day of each month beginning in September, year of 2025, to August year of 2026, inclusive.
2. In consideration of the promises and agreement of the District herein before recited, the Administrator agrees to assume the duties above recited at Craigmont, Idaho on August 5, in the year 2025, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the 2025-2026 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

HIGHLAND JOINT SCHOOL DISTRICT NO.305 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_  
ADMINISTRATOR

\_\_\_\_\_  
CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on June 9, 2025 by and between:

Heath Fuller

and Highland Joint School District #305 for the 2025-2026 School Year for the following assignment(s) and amount(s):

Junior High Boys Basketball Coach, \$1,778

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in the month after the successful completion of end-of-season tasks for the activity.

HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 1 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **11th day of August, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Tyler Gillie** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(a), and 33-514A, Idaho Code, on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Thousand Two Hundred Fifty Two Dollars (\$50,252)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District 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 and 33-514A, 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 District to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
4. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Fallon Jungert** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Three Thousand Nine Hundred Thirty Eight Dollars (\$53,938)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Fallon Jungert** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**Assistant Volleyball Coach - \$3,138**

**12th Grade Advisor - \$941**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPERINTENDENT CONTRACT

THIS CONTRACT, Made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho in Lewis, Idaho and Nez Perce Counties, State of Idaho (hereinafter called the District), and **Tana Kellogg** (hereinafter called the Superintendent),

### WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of Highland Joint School District No. 305, Craigmont, Idaho in Lewis, Idaho and Nez Perce Counties, State of Idaho, for a period of two years (twelve months per year), beginning July 1, in the year of 2025, and extending to June 30 in the year of 2027, at a salary of **One Hundred Twenty Four Thousand Nine Hundred Eighty Five and no/100 Dollars (\$124,985.00)** for the first year, with consideration for an increase for the succeeding year, until this Contract has been fulfilled. Said salary shall be paid in equal monthly installments on the 15<sup>th</sup> day of each month for such services, the first payment to be made on July 15 in the year of 2025. This contract supersedes the contract executed in June, 2024.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Superintendent agrees to assume the duties of Superintendent of Schools at Craigmont, Idaho on July 1, in the year of 2025, and to faithfully perform and discharge the same to the best of his/her ability as directed by the Board of Trustees, and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this contract as though fully set forth herein.
3. It is further agreed that the Superintendent will have authorization to attend, at District expense, all meetings of the State Board of Education or the State Superintendent of Public Instruction to which the Superintendent is invited, and that the Board of Trustees will adopt policies pertaining to attendance at other professional meetings and conferences including expenses of travel.
4. It is hereby mutually stipulated 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, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

HIGHLAND JOINT SCHOOL DISTRICT NO.305 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ SUPERINTENDENT

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ CLERK, BOARD OF TRUSTEES

## STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Garrett Lunders** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Three Thousand Nine Hundred Thirty Eight Dollars (\$53,938)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on June 9, 2025 by and between:

Lindsey Jill Moddrell

and Highland Joint School District #305 for the 2025-2026 School Year for the following assignment(s) and amount(s):

Assistant Girls Basketball Coach, \$3,347  
Junior High Girls Basketball Coach, \$1,778

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in the month after the successful completion of end-of-season tasks for the activity.

HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK



# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on June 9, 2025 by and between:

Monty Moddrell

and Highland Joint School District #305 for the 2025-2026 School Year for the following assignment(s) and amount(s):

Football Coach, \$5,021

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in the month after the successful completion of end-of-season tasks for the activity.

HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Three Thousand Four Hundred Thirty Nine Dollars (\$83,439)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra day assignment as provided in the job description as **FFA INSTRUCTOR EXTENDED DAY CONTRACT** for a period of **40 days**, beginning on the 1<sup>st</sup> day of September, in the year of 2025, and extending to the 31st day of August, in the year of 2026, at the compensation rate or fixed amount of **Seventeen Thousand Five Hundred Sixty Six Dollars (\$17,566)** until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 15th day of each month for the performance of the extra day assignment, beginning in the month of September in the year of 2025, and ending in the month of August in the year of 2026. Such compensation reflects compensation at the daily rate of pay for the Employee's underlying contract.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra day assignment described herein. This Contract is in addition to the Employee's regular standard contract length and any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_  
CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_  
CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**10th Grade Advisor - \$209**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on June 9, 2025 by and between:

Kaleigh Poxleitner

and Highland Joint School District #305 for the 2025-2026 School Year for the following assignment(s) and amount(s):

Volleyball Coach, \$4,498  
High School Track Coach, \$2,929

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in the month after the successful completion of end-of-season tasks for the activity.

HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Teresa Randall** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy Seven Thousand Five Hundred Seventy Four Dollars (\$77,574)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Margaret Robinson** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Five Thousand Two Hundred Thirty Nine Dollars (\$55,239)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Special Education**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Margaret Robinson** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**Special Education - \$3,600**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK



# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on June 9, 2025 by and between:

John Roeller

and Highland Joint School District #305 for the 2025-2026 School Year for the following assignment(s) and amount(s):

Junior High Football Coach, \$2,039

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in the month after the successful completion of end-of-season tasks for the activity.

HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Shandrie Stigum** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Three Thousand Four Hundred Two Dollars (\$53,402)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Shandrie Stigum** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**BPA Advisor - \$1,778**  
**Annual Advisor - \$1,778**  
**Junior High Volleyball - \$1,726**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Mathu Thomason** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Three Thousand Four Hundred Two Dollars (\$53,402)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Secondary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Mathu Thomason** ("the Employee"), a certificated professional employee of the District.

### WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as the following for the term of the 2025-2026 School year, at the compensation rate or fixed amount until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.

**Girls Basketball Coach - \$5,021**

**7th Grade Advisor - \$209**

2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFICATED PROFESSIONAL EMPLOYEE

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **12th day of May, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Jessica Uhling** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Thousand Two Hundred Fifty Two Dollars (\$50,252)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Cragmont, Idaho ("the District"), and **Eileen Walker** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy Seven Thousand Five Hundred Seventy Four Dollars (\$77,574)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK

## STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **9th day of June, year of 2025**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Julie Yochum** ("the Certified Personnel").

### WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Three Thousand Four Hundred Thirty Nine Dollars (\$83,439)**, of which 1/12 shall be payable on the 15th day 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 District.
2. Assignment(s): **Elementary**, and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District 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 District has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ CERTIFIED PERSONNEL

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ SUPERINTENDENT OR CLERK