

ELIZABETH BARRETT, CDA HIGH SCHOOL

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and ELIZABETH BARRETT ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+14 credits on year(s) 7 of experience 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 one year (230 days per year), beginning in the month and day of July 31, year of 2019, through the month and day of July 7, year of 2020, at a base salary of \$99097 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in August, year of 2019, to July, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 31, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

JEFFREY BENGTON, LAKES MIDDLS SC

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and JEFFREY BENGTON ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL MIDDLE SCHOOL working 1 FTE on the ADMIN salary schedule+70 credits on year(s) 21 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$94609 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

EILEEN BLOUGH, WINTON ELEM

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and EILEEN BLOUGH ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 8 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$84213 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

TRINA CAUDLE, DISTRICT OFFICE

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and TRINA CAUDLE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of DIRECTOR CERTIFIED working 1 FTE on the EXEMPT salary schedule+0 credits on year(s) 5 of experience 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 one year (260 days per year), beginning in the month and day of July 1, year of 2019, through the month and day of June 30, year of 2020, at a base salary of \$106657 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in July, year of 2019, to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 1, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

DEANNE CLIFFORD, LAKE CITY H.S.

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and DEANNE CLIFFORD ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+70 credits on year(s) 12 of experience 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 one year (230 days per year), beginning in the month and day of July 31, year of 2019, through the month and day of July 7, year of 2020, at a base salary of \$104549 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in August, year of 2019, to July, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 31, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

KRISTINA DAVENPORT, BORAH ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and KRISTINA DAVENPORT ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+3 credits on year(s) 2 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$79563 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

SETH DENISTON, DISTRICT OFFICE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and SETH DENISTON ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of TECHNOLOGY DIRECTOR working 1 FTE on the EXEMPT salary schedule+0 credits on year(s) 4 of experience 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 one year (260 days per year), beginning in the month and day of July 1, year of 2019, through the month and day of June 30, year of 2020, at a base salary of \$92000 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in July, year of 2019, to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 1, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

**BRETT DEPEW, SORENSEN ELEM**

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and BRETT DEPEW ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 9 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$84988 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT



AARON DRAKE, RAMSEY ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and AARON DRAKE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 1 FTE on the ADMIN salary schedule+62 credits on year(s) 5 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$82226 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

KIRK DUNCKEL, LAKE CITY H.S.

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and KIRK DUNCKEL ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 9 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$83685 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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.
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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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

AMY FINE, DISTRICT OFFICE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and AMY FINE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSIST. DIRECTOR SPECIAL EDUCATION working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 1 of experience 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 one year (230 days per year), beginning in the month and day of July 31, year of 2019, through the month and day of July 7, year of 2020, at a base salary of \$81568 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in August, year of 2019, to July, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 31, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

JENNY GILMORE, DISTRICT OFFICE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and JENNY GILMORE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSIST DIRECTOR SPECIAL EDUCATION working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 2 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$76026 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

KRISTIN GORRINGE, BRYAN ELEM.

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and KRISTIN GORRINGE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+71 credits on year(s) 15 of experience, 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$91688 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

MARY K GRAUPMAN, DISTRICT OFFICE

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MARY K GRAUPMAN ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of DIRECTOR CURRICULUM working 1 FTE on the EXEMPT salary schedule+0 credits on year(s) 1 of experience 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 one year (260 days per year), beginning in the month and day of July 1, year of 2019, through the month and day of June 30, year of 2020, at a base salary of \$90000 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in July, year of 2019, to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 1, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

TRAYCE HEMENWAY, LAKES MIDDLS SC

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and TRAYCE HEMENWAY ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL MIDDLE SCHOOL working 1 FTE on the ADMIN salary schedule+20 credits on year(s) 4 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$78351 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

JODY HILTENBRAND, DALTON ELEM

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and JODY HILTENBRAND ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+41 credits on year(s) 5 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$84213 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT



ANNORA JEWELL, CDA HIGH SCHOOL

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and ANNORA JEWELL ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+10 credits on year(s) 2 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$81329 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

MICHELLE JOHNSON, WOODLAND MDS

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MICHELLE JOHNSON ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL MIDDLE SCHOOL working 1 FTE on the ADMIN salary schedule+41 credits on year(s) 8 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$83001 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

TERESA KAISER, VENTURE HIGH SC

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and TERESA KAISER ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+12 credits on year(s) 8 of experience 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 one year (230 days per year), beginning in the month and day of July 31, year of 2019, through the month and day of July 7, year of 2020, at a base salary of \$91915 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in August, year of 2019, to July, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 31, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

KATHRYNE KEINERT, DISTRICT OFFICE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and KATHRYNE KEINERT ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of DIRECTOR CERTIFIED working 1 FTE on the EXEMPT salary schedule+31 credits on year(s) 1 of experience 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 one year (230 days per year), beginning in the month and day of July 31, year of 2019, through the month and day of July 7, year of 2020, at a base salary of \$85000 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in August, year of 2019, to July, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 31, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

BRYAN KELLY, LAKE CITY H.S.

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and BRYAN KELLY ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+10 credits on year(s) 2 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$78260 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

CRYSTAL KUBISTA, RAMSEY ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and CRYSTAL KUBISTA ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+39 credits on year(s) 7 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$87036 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

NICHOLAS LILYQUIST, CANFIELD MDS

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and NICHOLAS LILYQUIST ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL MIDDLE SCHOOL working 1 FTE on the ADMIN salary schedule+71 credits on year(s) 12 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$94109 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

MICHAEL LINDQUIST, WOODLAND MDS

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MICHAEL LINDQUIST ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL MIDDLE SCHOOL working 1 FTE on the ADMIN salary schedule+23 credits on year(s) 8 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$88184 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT



KATHY LIVINGSTON, FERNAN ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and KATHY LIVINGSTON ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 3 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$81113 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

FRANCIS MAIER, DISTRICT OFFICE

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and FRANCIS MAIER ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of DIRECTOR CERTIFIED working 1 FTE on the EXEMPT salary schedule+41 credits on year(s) 1 of experience 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 one year (260 days per year), beginning in the month and day of July 1, year of 2019, through the month and day of June 30, year of 2020, at a base salary of \$92000 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in July, year of 2019, to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 1, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

ANDREA NEARY, HAYDEN MEAD ELE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and ANDREA NEARY ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 0.5 FTE on the ADMIN salary schedule+15 credits on year(s) 5 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$39950 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

MICHAEL NELSON, DISTRICT OFFICE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MICHAEL NELSON ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSESSMENT COORDINATOR working 1 FTE on the EXEMPT salary schedule+0 credits on year(s) 11 of experience 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 one year (260 days per year), beginning in the month and day of July 1, year of 2019, through the month and day of June 30, year of 2020, at a base salary of \$95279 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in July, year of 2019, to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 1, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

KATHRYN OROZCO, DISTRICT OFFICE

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and KATHRYN OROZCO ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of DIRECTOR CERTIFIED working 1 FTE on the EXEMPT salary schedule+0 credits on year(s) 4 of experience 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 one year (260 days per year), beginning in the month and day of July 1, year of 2019, through the month and day of June 30, year of 2020, at a base salary of \$106657 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in July, year of 2019, to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on July 1, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

MARISSA OWEN, BRYAN ELEM.

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MARISSA OWEN ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 1 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$74476 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

JENNIFER PEAK, SKYWAY ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and JENNIFER PEAK ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+21 credits on year(s) 3 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$86364 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

LISA PICA, HAYDEN MEAD ELE

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and LISA PICA ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+42 credits on year(s) 15 of experience, 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$92186 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT



MICHAEL RANGLES, CDA HIGH SCHOOL

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MICHAEL RANGLES ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+42 credits on year(s) 3 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$83706 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

JENNIFER REYES, FERNAN ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and JENNIFER REYES ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 1 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$74476 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

**WILLIAM RUTHERFORD, NW Expedition A****STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and WILLIAM RUTHERFORD ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+71 credits on year(s) 7 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$88088 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

CARRIE SHINKLE, ATLAS ELEMENTAR

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and CARRIE SHINKLE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 2 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$75251 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

HEATHER SOMERS, ATLAS ELEMENTAR

**STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and HEATHER SOMERS ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of PRINCIPAL ELEMENTARY working 1 FTE on the ADMIN salary schedule+13 credits on year(s) 10 of experience, 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$88586 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
AdministratorAttest: Dr. Steven Cook

SUPERINTENDENT

MICHAEL SORENSEN, BORAH ELEM

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and MICHAEL SORENSEN ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 1 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$74476 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

THOMAS STAPLES, CANFIELD MDS

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and THOMAS STAPLES ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of ASSISTANT PRINCIPAL working 1 FTE on the ADMIN salary schedule+0 credits on year(s) 1 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$74476 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT

**WILLIAM WHITE, CDA HIGH SCHOOL**

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and WILLIAM WHITE ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+38 credits on year(s) 1 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$79035 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT



JAMES WINGER, LAKE CITY H.S.

# STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 6th day of September, year of 2019, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho ("the District"), and JAMES WINGER ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of VICE PRINCIPAL HIGH SCHOOL working 1 FTE on the ADMIN salary schedule+71 credits on year(s) 18 of experience 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 one year (210 days per year), beginning in the month and day of August 14, year of 2019, through the month and day of June 23, year of 2020, at a base salary of \$93231 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 1/12<sup>th</sup> on the 25th day(s) of each month beginning in September, year of 2019, to August, year of 2020, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Coeur d'Alene, Idaho on August 14, in the year 2019, 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 2019/2020 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.

Coeur d'Alene School District 271 in Kootenai County, State of Idaho

Date: \_\_\_\_\_

Date: June 6, 2019

BY Mr. Casey Morrisroe, Chairman

BOARD OF TRUSTEES

\_\_\_\_\_  
Administrator

Attest: Dr. Steven Cook

SUPERINTENDENT