

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Angie Grant ("the Teacher").

**WITNESSETH:**

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Thirty Eight Thousand Five Hundred Dollars (\$38,500), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Fifth Grade, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

- e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).
- f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

_____ ANGIE GRANT, TEACHER	By _____, CHAIRMAN GREG BLOOMFIELD, BOARD OF DIRECTORS
	Attest: _____ SVEA GROVER, DIRECTOR

**STATE OF IDAHO**  
**CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM**

THIS CONTRACT, Made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Ms. Crystal England, ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Part Time Site Manager for a period of 9.5 months, beginning on the 31<sup>st</sup> day of August, in the year of 2015, and extending to the 17th day of June, in the year of 2016, at the compensation rate or fixed amount of Eight Thousand One Hundred Dollars (\$8,100) until this Contract has been fulfilled.
  - a. Based on half time site manager working 18 weeks per year, 8 hours per day, at \$15 per hour = \$10,800. Minus 12 weeks for maternity leave = 6 weeks x 8 hours per day x \$15 = \$3600. \$10,800-\$3600 = \$7200
  - b. Plus Recess/bus/lunch duties 1 hour per day at \$15 per hour x 165 days = \$2475 minus 12 weeks for maternity leave = 105 days 1 hour per day, x \$15 = \$1575. \$2475-\$1575 = \$900
2. Said compensation shall be paid in monthly installments on the 15<sup>th</sup> day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2015, and ending in the month of June in the year of 2016.
3. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.
4. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

Attest: \_\_\_\_\_  
DIRECTOR

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Julie Evans ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Thirty Eight Thousand Dollars (\$38,000), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Student Support Coordinator, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

- e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).
- f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

_____ JULIE EVANS, TEACHER	By _____, CHAIRMAN GREG BLOOMFIELD, BOARD OF DIRECTORS
	Attest: _____ SVEA GROVER, DIRECTOR

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Keith Davis ("the Teacher").

**WITNESSETH:**

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Thirty Eight Thousand Dollars (\$38,000), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Second Grade Teacher, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

- e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).
- f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

_____	By _____, CHAIRMAN
KEITH DAVIS, TEACHER	GREG BLOOMFIELD, Chair, BOARD OF DIRECTORS
	Attest: _____
	SVEA GROVER, DIRECTOR

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Kristin Funk ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Forty One Thousand Five Hundred Dollars (\$41,500), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment: First Grade Teacher, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.



- e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).
- f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

_____	By _____, CHAIRMAN
KRISTIN FUNK	GREG BLOOMFIELD, BOARD OF DIRECTORS
	Attest: _____
	SVEA GROVER, DIRECTOR

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Mandy Palan ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Forty Thousand Five Hundred Dollars (\$40,500), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Kindergarten Lead Teacher and Sixth Grade Teaching Support, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in

Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).

f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
MANDY PALAN, TEACHER GREG BLOOMFIELD, BOARD OF DIRECTORS

Attest: \_\_\_\_\_  
SVEA GROVER, DIRECTOR

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 30<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Shannon Connauton ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Thirty Nine Thousand One Hundred Dollars (\$39,000), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Fourth Grade Teacher, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
  10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
  11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016.
- This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

- e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).
- f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

_____	By _____
CHAIRMAN SHANNON CONNAUTON, TEACHER	GREG BLOOMFIELD, BOARD OF
DIRECTORS	

Attest: \_\_\_\_\_

**Syringa Mountain School  
State of Idaho  
CHARTER SCHOOL TEACHER CONTRACT**

THIS CONTRACT, made this 4<sup>th</sup> day of June year of 2015, by and between Syringa Mountain School in Hailey, Idaho ("the School"), and Tanya Zaccardi ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2015-16 school year, ending on or about June 17<sup>th</sup>, 2016, consisting of a period of 185 days and agrees to pay the Teacher for said services a sum of Thirty Seven Thousand Five Hundred Dollars (\$37,500), of which 1/12<sup>th</sup> shall be payable on the 10<sup>th</sup> day of the month September, 2015 through August 2016, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth Grade Teacher, and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-5206(4), Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

**In addition to the state requirements outlined above, Syringa Mountain School requires:**

9. The teacher meets the federal "highly qualified" teacher requirements and holds a current Idaho Teaching Certificate for Elementary Education. If pursuing the Alternative Route to Certification through the American Board for Certification of Teacher Excellence (ABCTE), the teacher must hold a three (3) Year Idaho Interim Credential/Certificate. (Upon completing of the ABCTE, an application must be submitted to the SDE request a 3 Year Interim Credential/Certificate).
10. Successful completion of a Criminal History Check (CHC) including fingerprinting prior to entering the classroom if one not already on file.
11. The teacher agrees to work towards completing their Waldorf certification by attending all school sponsored Waldorf Certification trainings to include August 31-September 4<sup>th</sup>, 2015, October 1-3, 2015, February 12-13, 2016, May 27-28, 2016 and June 13-17, 2016 in Hailey, Idaho, (calendar attached) as well as attend the one week grade level intensive course at Rudolf Steiner College in Sacramento, California, the summer of 2016, understanding the school will reimburse training costs including tuition, lodging and travel not to exceed \$1200 total.

This contract form was prepared pursuant to Section 33-5206(4), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

- e. The teacher agrees to work the Board adopted 2015-16 SMS Calendar (calendar attached).
- f. The teacher agrees to abide by and signs the SMS Communication Policy, and SMS Personal Conduct Policy 5280 (attached)

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

SYRINGA MOUNTAIN SCHOOL, BLAINE COUNTY, STATE OF IDAHO

\_\_\_\_\_  
TEACHER By \_\_\_\_\_, CHAIRMAN  
Greg Bloomfield, Chair, BOARD OF DIRECTORS

Attest: \_\_\_\_\_  
Dr. Mary Gervase, DIRECTOR