

STATE OF IDAHO: SUPERINTENDENT CONTRACT

THIS CONTRACT, Made this **19th** day of **March** year of **2026**, by and between Whitepine Joint School District No. 288, Deary and Bovill, Idaho in Latah and Clearwater Counties, State of Idaho (hereinafter called the District), and **Amy Caessens** (hereinafter called the Superintendent / Secondary Principal),

WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as **Superintendent of Schools and Secondary Principal** of Whitepine Joint School District No. 288, Deary and Bovill, Idaho in Latah and Clearwater Counties, State of Idaho, for a period of **2 years (225 days per year)**, beginning **July 1, in the year of 2026**, and **extending to June 30 in the year of 2028**, at a salary of **One Hundred Ten Thousand Dollars(\$110,000)** the first year, with a 2.5% increase after the first year and 2.5% increase after the second year if successful completion of stipulations are met. Stipulations include successful evaluation aligned with the 5 year plan and adequate progress on the Alternate Authorization plan. Said salary shall be paid in equal monthly installments on the last business day of each month for such services, the first payment to be made July in the year of 2026.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Superintendent – Secondary Principal agrees to assume the duties of Superintendent of Schools and Secondary Principal at Deary and Bovill, Idaho on July 1 in the year of 2026, and to faithfully perform and discharge the same to the best of his/her ability as directed by the Board of Trustees, and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this contract as though fully set forth herein.
3. It is further agreed that the Superintendent – Secondary Principal will have authorization to attend, at District expense, all meetings of the State Board of Education or the State Superintendent of Public Instruction to which the Superintendent – Secondary Principal is invited, and that the Board of Trustees will adopt policies pertaining to attendance at other professional meetings and conferences including expenses of travel.
4. It is hereby mutually stipulated and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 DEARY & BOVILL, IDAHO in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Amy Caessens SUPERINTENDENT
Barry Clough CHAIRMAN, BOARD OF TRUSTEES
Attest: Stephanie Thacker CLERK, BOARD OF TRUSTEES

Whitepine Joint School District #288
Superintendent / Secondary Principal Contract Addendum

2026 - 2028

THIS CONTRACT ADDENDUM, made this 19th day of March, year of 2026, by and between Whitepine Joint School District No. 288, Deary and Bovill, Idaho in Latah and Clearwater Counties, State of Idaho (hereinafter called the District), and Amy Caessens (hereinafter called the Superintendent – Secondary Principal),

WITNESSETH:

I. Terms of Employment

A. The terms of this contract and addendum will extend from July 1, 2026, to June 30, 2028

B. The employee hereby agrees to devote her time, skill, labor, and attention to the duties of a .20 FTE Superintendent and .80 FTE Secondary Principal for the first year of the contract. In the second year of the contract the FTE split can be reviewed. During the term of this agreement, Amy Caessens will fulfill the duties of Superintendent and duties of Secondary Principal.
(See job duties of "Combination Superintendent/Building Principal").

1. This contract will include 225 working days.

2. The months of June and July will be worked at a half time schedule.

II. Sick Leave

A. Superintendent / Secondary Principal will be entitled to sick leave with full pay of one (1) day for each month of service as a full-time employee working 12 months per year (12 days).

B. No cap will restrict the amount of carry-over sick leave days accumulated by the Superintendent / Secondary Principal.

C. Sick leave will be taken at a full day or ½ day increment.

III. Vacation

A. Superintendent will receive 12 days of vacation. Any unused vacation days from the previous year can accrued in the next year up to a maximum total of 240 hours. Unused vacation can be paid out at the daily rate upon separation from the district at no more than 240 hours.

IV. Other Leave

A. Personal Leave will be available at a rate of 5 days per year. If the first 3 days of personal leave are unused, they will be paid out at the daily rate at the end of the fiscal year in June.

B. Bereavement will be available up to 5 days per year.

C. Jury Duty, if selected, will follow Policy #5412.

D. Family and Medical Leave Act as listed in Policy #5410 will be available as requested.

V. Medical Benefits

A. Medical benefits (Health, Vision, Dental, and Telehealth) will be provided in accordance with district policy for full-time employees.

VI. Life Insurance

A. The District will purchase a life insurance policy for the Superintendent equal to any policy purchased for other certified staff in the district.

VII. Membership Fees

A. The District shall pay dues and association fees for the Superintendent's membership in the Idaho Association of School Administrators (IASA)

VIII. Credit Reimbursement

A. Credit reimbursement will be provided in accordance with the Negotiated Agreement of 3 credits per year at no more than the in state graduate credit rate of the University of Idaho.

IX. Travel Allowance

A. A travel allowance of \$9000 per year will be payable in equal installments over 12 months. This will expire upon relocation to Idaho.

B. District travel will be reimbursed according to policy #7430

X. Cellular Phone

A. A cellular phone will be provided at the district's expense.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 DEARY & BOVILL, IDAHO in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Amy Carsons SUPERINTENDENT

Ben Cant CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Thakur CLERK, BOARD OF TRUSTEES

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Shandra Floyd** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy-Nine Thousand Seven Hundred Thirty-Three Dollars (\$79,733)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Secondary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Shandra Floyd CERTIFIED PERSONNEL

Beryl Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fitch SUPERINTENDENT OR CLERK



STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT **AMENDED**

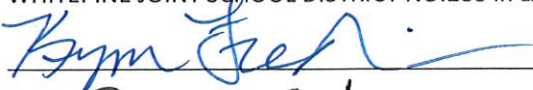
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kym Fredrickson** ("the Certified Personnel").

WITNESSETH:

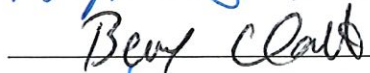
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty - Five Thousand Two Hundred One Dollars (\$65,201)**, and **Education Allocation** in the sum of **Two Thousand (\$2,000)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Special Education Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

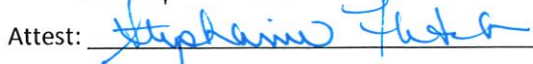
WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 29th day of April year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Amy Guier** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Three Thousand One Hundred Twenty-Five Dollars (\$63,125)**, of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **K-12 Counselor** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Amy Guier CERTIFIED PERSONNEL
Beryl Clark CHAIRMAN, BOARD OF TRUSTEES
 Attest: *Stephanie F. L. R.* SUPERINTENDENT OR CLERK

*emailed to
Amy on 5-12-26*

STATE OF IDAHO: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this **29th** day of **April** year of **2026**, by and between **Whitepine Joint School District No. 288**, Latah and Clearwater Counties, Idaho ("the District"), and **Amy Guier** ("the Certified Personnel").

WITNESSETH:

- The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Counselor Extended Day – 10 Days** for the **2026 - 2027 Season**, at the compensation rate or fixed amount of **\$3322.40 (Three Thousand Three Hundred Twenty-Two Dollars and Forty Cents)** until this Contract has been fulfilled. In the event the season is ended early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
- Choose one:
☒ Equal monthly installments throughout the season (Season: Sept 26 Aug 27)
☐ One payment at the end of the season (Payment Month: _____)
- The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
- The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra day assignment described herein. This Contract is in addition to the Employee's regular standard contract length and any category 1, 2, 3, renewable, or retired certified personnel contract.
- It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Amy Guier CERTIFICATED PROFESSIONAL EMPLOYEE
Beryl Clark CHAIRMAN, BOARD OF TRUSTEES
 Attest: Stephano J. [Signature] SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

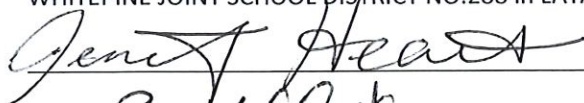
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Jennifer Heath** ("the Certified Personnel").

WITNESSETH:

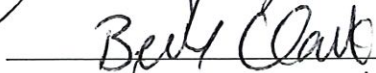
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Seven Thousand Two Hundred Seventy-Seven Dollars (\$67,277)**, and **Education Allocation** in the sum of **Two Thousand \$2,000** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Middle School Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

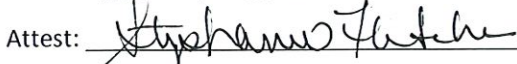
WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Jen Heath** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **MS Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept. - Aug.)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Jen Heath CERTIFICATED PROFESSIONAL EMPLOYEE
Betsy Clark CHAIRMAN, BOARD OF TRUSTEES
 Attest: Stephanie Felt SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Jen Heath** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **MS Yearbook/Activity Photo for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$681** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept - Aug.)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Jen Heath
Beryl Clark

CERTIFICATED PROFESSIONAL EMPLOYEE

CHAIRMAN, BOARD OF TRUSTEES

Attest:

Stephanie Fitch

SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT AMENDED

THIS CONTRACT, made this 11th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Alicia Hickman** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty -Four Thousand Four Hundred Twenty-Seven Dollars (\$64,427)**, of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **K-12 Music Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Alicia Hickman CERTIFIED PERSONNEL

Bert Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephan J. Lee SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

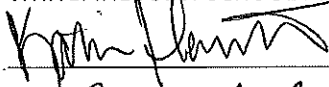
THIS CONTRACT, made this 17th day of April year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Katie Hewitt** ("the Certified Personnel").

WITNESSETH:

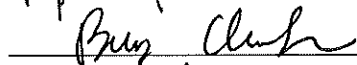
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Thousand Two Hundred Fifty - Two Dollars (\$50,252)**, of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Elementary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

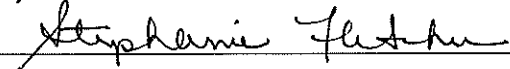
WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 11th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Alicia Hickman** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty-Four Thousand Eight Hundred Twenty-Two Dollars (\$54,822)**, of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **K-12 Music Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Alicia Hickman

CERTIFIED PERSONNEL

Ray Clark

CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fuka

SUPERINTENDENT OR CLERK

WITNESSETH:

Choose one:

★ Equal monthly installments throughout the season (Season: Sept - Aug)

_____ One payment at the end of the season (Payment Month: _____)

The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.

The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.

It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Cliviasick CERTIFICATED PROFESSIONAL EMPLOYEE

_____, CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephaine Fark SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

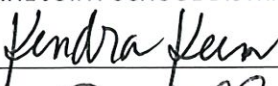
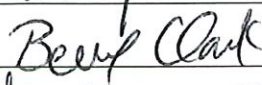
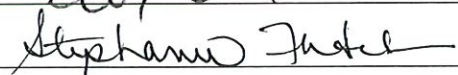
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kendra Keen** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy-Nine Thousand Seven Hundred Thirty-Three Dollars (\$79,733)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Middle School Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO


 _____ CERTIFIED PERSONNEL

 _____ CHAIRMAN, BOARD OF TRUSTEES
 Attest: 
 _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kendra Keen** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **GBB Head Coach for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$5,253** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Nov. - Jan)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kendra Keen CERTIFICATED PROFESSIONAL EMPLOYEE
Bruce Clark CHAIRMAN, BOARD OF TRUSTEES
Attest: Stephanie Hatch SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kendra Keen** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **MS Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:

_____ Equal monthly installments throughout the season (Season: _____)

☒ One payment at the end of the season (Payment Month: June 2027)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kendra Keen CERTIFICATED PROFESSIONAL EMPLOYEE
Beverly Clark CHAIRMAN, BOARD OF TRUSTEES
Attest: Stephanie Fitch SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Brigette Johnson** ("the Certified Personnel").

WITNESSETH:

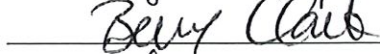
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty-Three Thousand Four Hundred Two Dollars (\$53,402)**, of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Elementary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

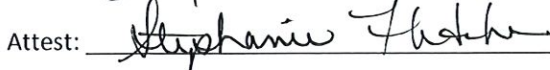
WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

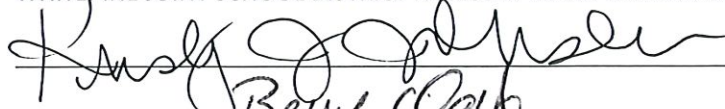
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kristy Johnson** ("the Certified Personnel").

WITNESSETH:

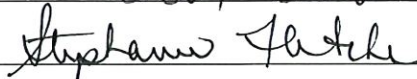
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Seven Thousand Two Hundred Seventy-Seven Dollars (\$67,277)**, and **Education Allocation** in the sum of **Two Thousand (\$2,000)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Elementary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF TRUSTEES

Attest:  SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kristy Johnson** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **MS VB Head Coach for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$2,140** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:

_____ Equal monthly installments throughout the season (Season: _____)

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

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

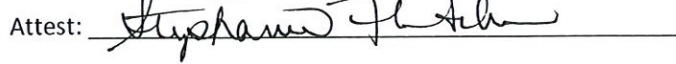
WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO



CERTIFICATED PROFESSIONAL EMPLOYEE



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Kelli Kinzer ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty – Three Thousand Four Hundred Two Dollars (\$53,402)**, and and **CTE Education Allocation** in the sum of **One Thousand Nine Hundred Ninety-Eight (\$1,998)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Ag Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c) Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Kelli Kinzer CERTIFIED PERSONNEL

Betsy Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Hutchins SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **20th** day of **May** year of **2026**, by and between **Whitepine Joint School District No. 288**, Latah and Clearwater Counties, Idaho ("the District"), and **Kelli Kinzer** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Ag Teacher Extended Day – 20 days** for the **2026 - 2027 Season**, at the compensation rate or fixed amount of **\$5,621 (Five Thousand Six Hundred Twenty-One Dollars)** until this Contract has been fulfilled. In the event the season is ended early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
 X Equal monthly installments throughout the season (Season: _____)

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

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kelli Kinzer CERTIFICATED PROFESSIONAL EMPLOYEE

Benny Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fisher SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Kelli Kinzer ("the Certified Personnel").

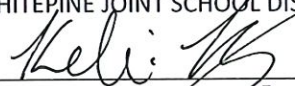
WITNESSETH:

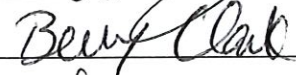
1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **FFA Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$2,024** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
 Equal monthly installments throughout the season (Season: _____)

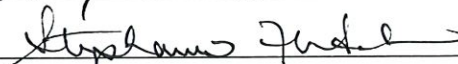
 _____ One payment at the end of the season (Payment Month: _____)
3. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered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

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

 _____ CERTIFICATED PROFESSIONAL EMPLOYEE

 _____ CHAIRMAN, BOARD OF TRUSTEES

Attest:  _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Kelli Kinzer ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **MS GBB Assistant Coach for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$1,167** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:

_____ Equal monthly installments throughout the season (Season: _____)

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

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kelli Kinzer CERTIFICATED PROFESSIONAL EMPLOYEE

Bert Carl CHAIRMAN, BOARD OF TRUSTEES
Attest: _____
Stephanne J. J. J. SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT AMENDED

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Jalen Kirk ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty-Three Thousand Four Hundred Two Dollars (\$53,402)**, of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Middle School Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Jalen Kirk ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Track Head Coach for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$4,086** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
 _____ Equal monthly installments throughout the season (Season: _____)

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

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

 CERTIFICATED PROFESSIONAL EMPLOYEE

 CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
 SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Jalen Kirk ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **MS Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: SEP - AUG)

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

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Jalen Kirk CERTIFICATED PROFESSIONAL EMPLOYEE

Beryl Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fisher SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT AMENDED

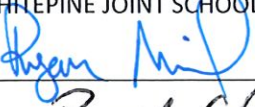
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Ryan Minden** ("the Certified Personnel").

WITNESSETH:

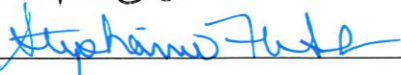
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Seven Thousand Two Hundred Seventy-Seven Dollars (\$67,277)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Secondary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF TRUSTEES

Attest:  SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **11th** day of **May** year of **2026**, by and between **Whitepine Joint School District No. 288**, Latah and Clearwater Counties, Idaho ("the District"), and **Ryan Minden** ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Dean of students for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$17,300** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept. - Aug.)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Ryan Minden CERTIFICATED PROFESSIONAL EMPLOYEE

Greg Allen CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fletcher SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Ryan Minden** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Senior Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.

2. Choose one:

X Equal monthly installments throughout the season (Season: Sept. - Aug.)

_____ One payment at the end of the season (Payment Month: _____)

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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.

4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.

5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Ryan Minden CERTIFICATED PROFESSIONAL EMPLOYEE

Betsy Clout CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fink SUPERINTENDENT OR CLERK

STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

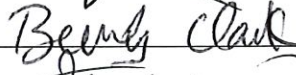
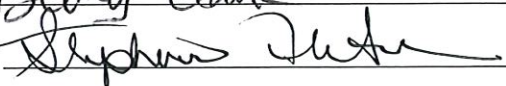
THIS CONTRACT, made this **15th** day of **June** year of **2026**, by and between **Whitepine Joint School District No. 288**, Latah and Clearwater Counties, Idaho ("the District"), and **Stacy Monk** ("the Certified Personnel").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of **Elementary Principal** so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of **one year (210 days per year)**, beginning in the month and day of **August 3rd** year of **2026**, through the month and day of **June 25**, year of **2027**, at a base salary of **Ninety-Four Thousand Four Hundred Sixteen (\$94,416)** 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 of which 1/12 shall be payable on the last business day of each month beginning August 2026 through July 2027.
2. In consideration of the promises and agreement of the District herein before recited, the Administrator agrees to assume the duties above recited at **Bovill & Deary Elementary Schools**, Deary and Bovill, Idaho on **August 3rd**, in the year **2026**, 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 2026-2027 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 1st 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.

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

 _____ ADMINISTRATOR
 _____ CHAIRMAN, BOARD OF TRUSTEES
Attest:  _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

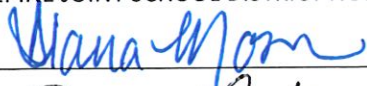
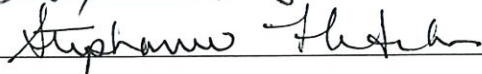
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Diana Moser** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Seven Thousand Two Hundred Seventy-Seven Dollars (\$67,277)**, and **Education Allocation** in the sum of **Two Thousand (\$2,000)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Elementary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

 CERTIFIED PERSONNEL
 CHAIRMAN, BOARD OF TRUSTEES
Attest:  SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT AMENDED

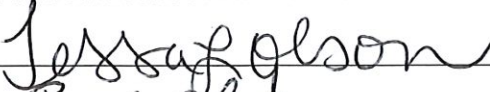
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Tessa Olson ("the Certified Personnel").

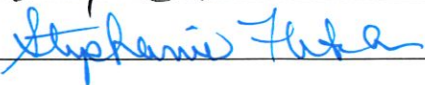
WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Seven Thousand Two Hundred Seventy-Seven Dollars (\$67,277)**, and **Education Allocation** in the sum of **Two Thousand (\$2,000)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Elementary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO


 _____ CERTIFIED PERSONNEL

 _____ CHAIRMAN, BOARD OF TRUSTEES
 Attest: 
 _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Tessa Olson ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Lead Teacher - Bovill for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$1838** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept - Aug)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Tessa Olson CERTIFICATED PROFESSIONAL EMPLOYEE
Bruce Clark CHAIRMAN, BOARD OF TRUSTEES
Attest: Stephanie Fitch SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT AMENDED

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Tim Olson** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Three Thousand One Hundred Twenty-Five Dollars (\$63,125)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **P.E./Health Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF TRUSTEES

Attest:  SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Tim Olson** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **FB Head Coach for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$5,253** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: September - October)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Tim Olson

CERTIFICATED PROFESSIONAL EMPLOYEE

Berry Clark

CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Fitch

SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Julia Proctor** ("the Certified Personnel").

WITNESSETH:

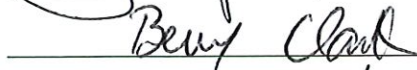
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy-Three Thousand Five Hundred Five Dollars (\$73,505)** and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Special Education Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

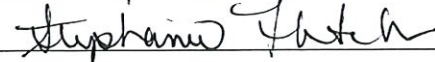
WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Julia Proctor** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Federal Programs Director** for **2026 - 2027 Season**, at the compensation rate or fixed amount of **\$3503** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
X Equal monthly installments throughout the season (Season: Sept. - August)

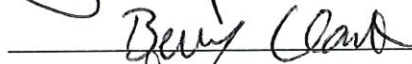
_____ One payment at the end of the season (Payment Month: _____)
3. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered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

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

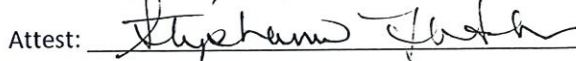
WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO



CERTIFICATED PROFESSIONAL EMPLOYEE



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

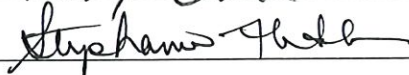
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Julia Proctor** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Special Education Director** for **2026 - 2027 Season**, at the compensation rate or fixed amount of **\$8,153** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept. - August)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

 CERTIFICATED PROFESSIONAL EMPLOYEE
 CHAIRMAN, BOARD OF TRUSTEES
 Attest:  SUPERINTENDENT OR CLERK

STATE OF IDAHO: Supplemental Extra Duty Contract

THIS CONTRACT, made this **4th** day of **June** year of **2026**, by and between **Whitepine Joint School District No. 288**, Latah and Clearwater Counties, Idaho ("the District"), and **Julia Proctor** ("the Certified Personnel").

WITNESSETH:

The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Extended School Year Teacher**, at the compensation rate or fixed amount of **\$1880.00** until this Contract has been fulfilled. In the event the season is ended early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.

Choose one:

_____ Equal monthly installments throughout the season (Season: _____)

☒ One payment at the end of the season (Payment Month: August)

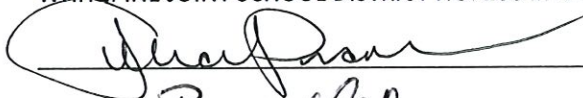
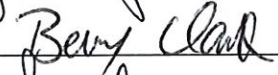
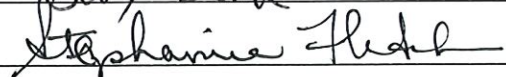
The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.

The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.

It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

 _____ CERTIFICATED PROFESSIONAL EMPLOYEE
 _____ CHAIRMAN, BOARD OF TRUSTEES
Attest:  _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Lanna Proctor** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Eighty-One Thousand Eight Hundrend Nine Dollars (\$81,809)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Secondary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Lanna Proctor CERTIFIED PERSONNEL

Buy Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanus Fisher SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kassandra Summerfield** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty-Six Thousand Eight Hundred Ninty-Eight Dollars (\$56,898)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Elementary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Kassie Summerfield CERTIFIED PERSONNEL

Bever Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanus H. H. H. SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kassie Summerfield** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Summer School Teacher for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$2,500** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:

_____ Equal monthly installments throughout the season (Season: _____)

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

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kassie Summerfield

CERTIFICATED PROFESSIONAL EMPLOYEE

Bryan Clark

CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Thibault

SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

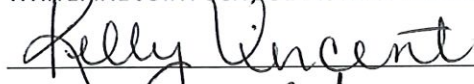
THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kelly Vincent** ("the Certified Personnel").

WITNESSETH:

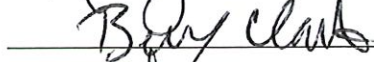
1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Seventy-Three Thousand Five Hundred Five Dollars (\$73,505)**, and **Education Allocation** in the sum of **Three Thousand Five Hundred (\$3,500)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Secondary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

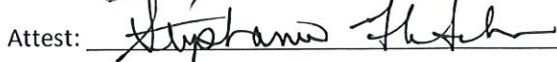
WHITEPINE JOINT SCHOOL DISTRICT NO.288 in LATAH & CLEARWATER COUNTIES, STATE OF IDAHO



CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF TRUSTEES

Attest: 

SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and Kelly Vincent ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **HS Yearbook Advisor/Activy Photo for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$1,810** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept - Aug.)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kelly Vincent

CERTIFICATED PROFESSIONAL EMPLOYEE

Bert Clark

CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephanie Shuler

SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kelly Vincent** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **IDFY Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept. - Aug.)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kelly Vincent

CERTIFICATED PROFESSIONAL EMPLOYEE

Brynn Clark

CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephan Fitch

SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Kelly Vincent** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Prom Coordinator for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$243** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept. - Aug.)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Kelly Vincent

CERTIFICATED PROFESSIONAL EMPLOYEE

O. Benj. Clark

CHAIRMAN, BOARD OF TRUSTEES

Attest:

Stephanie Fitch

SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Marci Wood** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the **2026 - 2027** school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-Five Thousand Two Hundred One Dollars (\$65,201)**, and **Education Allocation** in the sum of **Two Thousand (\$2,000)** of which 1/12 shall be payable on the last business day in the months of September, year of 2026 to August year of 2027, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Secondary Teacher** and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 IN LATAH & CLEARWATER COUNTIES, STATE OF IDAHO

Marci Wood CERTIFIED PERSONNEL

Ben Clout CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephan Thatch SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Marci Wood** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **Senior Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept - Aug)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Marci Wood CERTIFICATED PROFESSIONAL EMPLOYEE

Benny Clark CHAIRMAN, BOARD OF TRUSTEES

Attest: Stephan Felt SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 20th day of May year of 2026, by and between Whitepine Joint School District No. 288, Latah & Clearwater Counties, Idaho ("the District"), and **Marci Wood** ("the Certified Personnel").

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as **IDFY Advisor for 2026 - 2027 Season**, at the compensation rate or fixed amount of **\$907** until this Contract has been fulfilled. In the event the season ends early, payment will be made for the number of weeks completed. Said compensation shall be paid in a manner as agreed to between the parties.
2. Choose one:
☒ Equal monthly installments throughout the season (Season: Sept - Aug)
☐ One payment at the end of the season (Payment Month: _____)
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 District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
4. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
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IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Employee has executed the same all on the date first above written.

WHITEPINE JOINT SCHOOL DISTRICT NO. 288 in LATAH AND CLEARWATER COUNTY(IES), STATE OF IDAHO

Marci Wood CERTIFICATED PROFESSIONAL EMPLOYEE
Betsy Clark CHAIRMAN, BOARD OF TRUSTEES
 Attest: Stephano Thel SUPERINTENDENT OR CLERK