

EMPLOYMENT AGREEMENT (Exempt)

This agreement is made and entered into effective the ____ day of _____, 20__ by Twin Peaks Charter Academy ("School") and _____ the undersigned ("Employee").

- 1. This agreement shall commence as of August 1, 20__ and shall continue through July 31, 20__ unless otherwise terminated as provided herein.
2. Employee recognizes that School may seek and receive waivers of certain laws, regulations, and policies that might otherwise prescribe Employee's employment status or rights and the School is not subject to all laws governing employment of personnel by Colorado school districts.
3. Any provision herein to the contrary notwithstanding, Employee and School agree that this employment contract is not a contract for employment for any minimum term. This means that either Employee or School may terminate the employment relationship at any time for any reason. Employee acknowledges and agrees that no representative or agent of School has any authority to modify the at-will status of the employment relationship unless such modification is in writing and specifically approved by the School's board of directors.
4. Employee has read and understands the Job Description relevant to the Employee's Title as set forth below.
5. Employee acknowledges receipt of the employment policies of School which are in effect at the time this agreement is executed. The parties acknowledge that such policies are in no way contractual and may be amended, suspended or repealed by School in its sole and absolute discretion.
6. If a Teacher, Employee certifies that he/she has attained "highly qualified teacher" status under the federal No Child Left Behind Act, or, if he/she has not attained such status will diligently work to achieve such status prior to any statutory or regulatory deadline imposed on School for its teachers.
7. The Employee shall receive formal performance reviews from time to time. No right to continued employment is created by the provision of periodic evaluations of performance.
8. Employee's salary rate shall be the amount set forth below. Deductions for retirement shall be made from this salary. Payments for Employee's benefits, as established from time to time by the School, shall be made in addition to this salary if Employee elects these benefits. In the event this agreement is terminated by either party prior to the end of the School's fiscal year, Employee shall receive prorated salary through the termination date. Salary shall be prorated based upon the following formula: Employee's annual salary shall be divided by 12 to reach a "monthly salary." To arrive at the amount due at termination, the "monthly salary" shall be multiplied by a fraction, the numerator of which shall be the number of days the Employee was employed in the month in which the Agreement was terminated and the denominator of which shall be the total number of days in that month. Total amount due shall be less deductions as set forth above.

Annual Salary: _____ Contract Days: _____

Minimum Regular Hours worked per week: _____

Salary Schedule _____ Lane: _____ Step: _____

Employee Title: _____

ATTEST:

Employee Date

Principal/Director Date