

EMPLOYMENT AGREEMENT (Non-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 The parties acknowledge that such policies are in no way contractual and may be amended, suspended or repealed by School in its sole and absolute discretion.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. 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.
7. Employee’s hourly wage shall be the amount set forth below. Deductions for retirement shall be made from this wage. Payments for Employee’s benefits, as established from time to time by the School, shall also be made 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 be paid for hours worked during that pay period though the termination date less deductions as set forth above.

Hourly Wage: \_\_\_\_\_ Contract Days: \_\_\_\_\_

Minimum Regular Hours worked per week: \_\_\_\_\_

Salary Schedule \_\_\_\_\_ Lane: \_\_\_\_\_ Step: \_\_\_\_\_

Employee Title: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Date \_\_\_\_\_  
Employee

\_\_\_\_\_  
Date \_\_\_\_\_  
Principal/Director