

SUBSTITUTE TEACHER STIPEND AGREEMENT

This "SUBSTITUTE TEACHER" AGREEMENT (the "**Agreement**") is made and entered into effective the 26th of September, 2022 (the "**Effective Date**"), by and between Athlos Academy of Jefferson, ("**School**"), and Robin Carmouche, ("**Employee**"). The School and Employee are referred to collectively as the "**Parties**" and individually as a "**Party**."

AGREEMENT

NOW THEREFORE, in consideration of the covenants and agreements herein contained, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the Parties hereby agree as follows:

1. **Term.** Employee agrees to render those Services described in section 2 of this Agreement, for the period (the "**Contract Term**") commencing on September 26, 2022, and the Agreement shall terminate on May 24, 2023.
2. **Services to be Performed.** Employee shall perform that scope of services set forth, in Exhibit A (the "Services").
3. **Compensation.** In consideration of the Services rendered, Employee shall be paid a daily rate of \$85.00, \$43.00 for a half day worked, for services provided on an as-needed basis.
4. **Expenses.** Employee will not be reimbursed for any expenses incurred while performing the Services unless expenses are pre-approved with the prior written authorization from the school.
5. **Stipend Status.** Employee will be compensated for services rendered in a delegation of care capacity on a stipend basis that is separate from any and all other wages earned as an Athlos Academy of Jefferson Parish Employee.
6. **Indemnification.** Employee shall indemnify School, and hold each of its officers, directors, controlling persons, employees, and stakeholders (each, an "indemnified person"), against any loss, damage or other expense incurred by any of them as a result of Employee's performance of Employee's Services under this Agreement, or Employee's breach of this Agreement.
7. **Termination.** At any time, either Party may terminate this Agreement for any reason, with or without cause, by giving notice to the other Party. Employee shall return any School information, access, equipment and/or materials at the time of termination.
8. **Proprietary and Confidential Information.** In the event it becomes necessary for School to disclose certain confidential and proprietary information to Employee, Employee acknowledges that disclosure to a third party or misuse of this proprietary or confidential information would irreparably harm School. Accordingly, Employee will not disclose or

use, either during or after the term of this Agreement, any proprietary or confidential information of School without School's prior written permission except to the extent necessary to perform services on School's behalf. Proprietary or confidential information includes:

- a. the written, printed, graphic, or electronically recorded materials furnished by School for Employee to use;
- b. any written or tangible information stamped "confidential," "proprietary," or with a similar legend, or any information that School makes reasonable efforts to maintain the secrecy of;
- c. business or marketing plans or strategies, customer lists, operating procedures, trade secrets, design formulas, know-how and processes, computer programs and inventories, discoveries, and improvements of any kind, sales projections, and pricing information; and
- d. information belonging to customers and suppliers of Client about whom Employee gained knowledge as a result of Employee's services to Client;

Upon termination of Employee's services to School, or at School's request, Employee shall deliver to School all materials in Employee's possession relating to School's business. Employee acknowledges that any breach or threatened breach of this Agreement will result in irreparable harm to School for which damages would be an inadequate remedy. Therefore, School shall be entitled to equitable relief, including an injunction, in the event of such breach or threatened breach of this Agreement. Such equitable relief shall be in addition to School's rights and remedies otherwise available at law. **9. Assignment.** Employee acknowledges and agrees that School has Robin Carmouche to perform the Services based on his or her specific skills or experience, and therefore, agree that the Employee will not assign or delegate this Agreement or any of the Services required hereunder without the prior written consent of School, which consent shall be granted or withheld in School's sole discretion.

10. **Miscellaneous**

- a. Notices. All notices or other communications required or permitted hereunder shall be made in writing and shall be deemed to have been duly given if delivered by hand or mailed, postage prepaid, by certified or registered mail, return receipt requested, and addressed to School at:

To School:

Athlos Academy of Jefferson
979 Behrman Hwy
Terrytown, LA 70056

To Employee:

Robin
Carmouche
[ADDRESS]

- b. Confidential. Employee agrees to treat this Agreement confidentially and shall not disclose any information contained herein, except as may be reasonably required under applicable law, charter school regulations, or in response to a court order or discovery request.

- c. Governing Law. The validity, interpretation, enforceability, and performance of this Agreement shall be governed by the laws of the State of Louisiana.
- d. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument.
- e. Severability. In the event any portion of this Agreement is declared invalid, the remaining portions of this Agreement shall survive and be enforceable.
- f. Cooperative Effort. The parties acknowledge that this Agreement is the result of a cooperative effort between them and their independent counsel, and that in the event of any dispute over the meaning or effect of any provision herein, the rule of interpretation of ambiguous terms against the drafting party shall have no application. The parties agree that this Agreement is to be construed simply and fairly and not for or against either of the parties hereto because that party or that party's legal representative drafted the Agreement.
- g. Waiver. The failure of either of the parties to this Agreement to insist on the strict performance of any of the provisions of this Agreement shall not be construed as a waiver of any subsequent default of same or similar nature, nor shall it affect the parties' rights to claim strict performance of any other portions of this Agreement.
- h. Attorney Fees. If either Party brings a legal action to enforce its rights or remedies under this Agreement, the prevailing Party with respect to such action shall be entitled to recover reasonable costs and fees (including reasonable attorneys' fees) incurred with respect to the prosecution or defense of such enforcement action.
- i. Entire Agreement. The terms of this Agreement are intended by the Parties to be in the final expression of their agreement with respect to the retention of Employee by School and may not be contradicted by evidence of any prior or contemporaneous agreement. This Agreement shall be interpreted as if mutually negotiated without reference to the rules of construction against the drafter.

The Parties have duly executed this Agreement voluntarily as of the date first written above:

SCHOOL:

EMPLOYEE:

Athlos Academy of Jefferson

Signature: *Cheryl L. Martin*
Cheryl L. Martin (Sep 25, 2022 10:18 CDT)

Signature: *Rina*
Robin Carmouche (Sep 22, 2022 08:38 CDT)

Name: Cheryl L. Martin

Name: Robin Carmouche

Exhibit A
Scope of Services

Services performed by the SUBSTITUTE TEACHER during this contract period should include:

1. Plans, prepares, and delivers instruction that engages students and provides academic growth.
2. Ensures student growth and achievement in accordance with grade level.
3. Models the Athlos culture.
4. Responsible for tracking student attendance, behavioral issues and classroom events.
5. Communicates with parent/guardians and the community professionally, if necessary.
6. Communicates regularly with school leadership and other faculty to maximize effective instructional activities.
7. Meets professional obligations by honoring schedules and deadlines.
8. Demonstrate the standards for effective practices of teachers.
9. Any other assigned duties.