

ENCORE EDUCATION CORPORATION

Policy No.: _____

BOARD APPROVAL/RATIFICATION OF HIRING DECISIONS

The Encore Education Corporation (“EEC”) believes governance of the Charter School to be of upmost importance. In order to create high standards and operate at a high level of competence and effectiveness, the EEC adopts this Board Approval/Ratification of Hiring Decisions Policy.

Board Hiring of Employees

The EEC Board will make the final hiring decisions for the Chief Executive Officer (“CEO”) and the Chief Operations Officer (“COO”). All decisions for these two classifications regarding recruitment, interviewing, selection, and compensation will be made by the majority of the Board. The Board may authorize employees of Encore to assist in this process.

Board Ratification of Employees

The CEO or COO will be responsible for the recruitment, interviewing, selection, and compensation for all other employees. Prior to making a final offer and agreeing on a contract for a classification in administration, the CEO or COO shall present the hiring decision to the Board in closed session, pursuant to the Brown Act, for final approval. Ratification of the hiring decisions will occur with an open session vote by the Board. In circumstances where time is of the essence, the presentation to the Board may occur after a final offer is made and a contract is signed by a candidate for employment. In this situation, the CEO or COO will communicate in writing to the Board Chair explaining the urgency of the hire prior to signing an employment contract with the candidate.

Potential Conflicts of Interest or Nepotism

Any candidate for employment with EEC who is an immediate family member of a current EEC employee shall have their employment contract approved by the Board without exception. Prior to the Board vote on the candidate, the CEO will notify the Board, in writing, of the relationship and clearly include all pertinent information about the relationship. No family member, including father, mother, sibling, child, cousin, or aunt or uncle, of the CEO or COO will be hired by the EEC during the charter term of July 1, 2021 to June 30, 2026.

Adopted:

Amended: