



Golden Charter Academy

GCA Board of Trustees Meeting

Published on July 19, 2023 at 12:41 PM PDT

Date and Time

Monday July 24, 2023 at 9:00 AM PDT

Location

Golden Charter Academy is inviting you to a scheduled Zoom meeting.

Topic: GCA Board of Trustees Regular Meetings

Time: July 24, 2023 09:00 AM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/88417324062>

Meeting ID: 884 1732 4062

One tap mobile

+16699009128,,88417324062# US (San Jose)

+12532158782,,88417324062# US (Tacoma)

Dial by your location

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

Meeting ID: 884 1732 4062

Find your local number: <https://us02web.zoom.us/u/kdLSYLrhlw>

Golden Charter Academy
 1626 W. Princeton Ave
 Fresno, CA 93705

Agenda

	Purpose	Time
I. Opening Items		9:00 AM
A. Call the Meeting to Order		
B. Roll Call		
<i>Board of Trustees Members</i>		
Dr. Ed González, Board Chair		
Keshia Thomas, Vice Chair		
Dr. Bard De Vore		
Scott Barton		
Isaiah Green		
 <i>Corporate Officers</i>		
Robert Golden		
Martha Arellano		
C. Pledge of Allegiance		
D. Approval of the Agenda	Vote	
E. Public Comment		5 m
<p>This portion of the meeting is set aside for members of the audience to make comments or raise issues that are not specifically on the agenda or items that may be on the agenda. Each presentation will be limited to three (3) minutes per person and the total time allotted to non-agenda items in accordance with the Brown Act, there shall be no action taken, nor should there be comments on, responses to, or discussion of a topic not on the agenda. Board members may: (1) acknowledge receipt of information/report; (2) refer to staff with no direction as to action or priority; or (3) refer a matter to another agenda. The Board is not obligated to make comments.</p>		
II. Consent Agenda		9:05 AM

	Purpose	Time
<p>Consent agenda items are for routine matters that do not require discussion or deliberation by the Board. The Consent calendar permits the Board to approve multiple items in one action without discussion. All Board members have the right to remove a consent item from the consent calendar so that normal discussion and deliberation may take place. If a Board members' request that an item be removed from the Consent Agenda, the item will be pulled for discussion and separate action</p>		
A. Approval & Consideration of Consent Agenda		5 m
<ul style="list-style-type: none"> 1. June 13, 2023 GCA Board Meeting Minutes Draft 2. June 14, 2023 GCA Special Board Meeting Minutes Draft 3. June 26, 2023 GCA Special Board Meeting Minutes Draft 4. June 29, 2023 GCA Special Board Meeting Minutes Draft 		
B. June 13, 2023 GCA Special Board Meeting Minutes Draft	Approve Minutes	5 m
C. June 14, 2023 GCA Special Board Meeting Minutes Draft	Approve Minutes	5 m
D. June 26, 2023 GCA Special Board Meeting Minutes Draft	Approve Minutes	5 m
E. June 29, 2023 GCA Special Board Meeting Minutes Draft	Approve Minutes	
III. Closed Session		
<ul style="list-style-type: none"> 1. Public Employment <ul style="list-style-type: none"> 1. CEO Robert Golden 		
IV. Information / Discussion		9:25 AM
A. Reports and Updates	Discuss	

	Purpose	Time
1. CEO Report: Operations Update - Robert Golden		
B. 2023/2024 Board Meeting Calendar	Discuss	5 m
Discussion on in person board meetings and calendar dates for the 2023/2024 school year. (The 3rd Thursday of every month is recommended. 5:30pm start time.)		
C. 2023/2024 Board Retreat	Discuss	5 m
Discuss the details of board retreat, date, and verbal commitments from attendees.		
D. 2023/2024 GCA Governance Handbook	FYI	5 m
Please review our governance handbook. All board members would be expected to sign and adhere to the handbook policy.		
E. Review of Comparable Compensation Data for Charter School Executive Directors/CEOs	Discuss	5 m
V. Action Items		9:45 AM
A. Consideration & Approval of Non-Profit Integrity Act Resolution	Vote	5 m
Resolution for Internal Revenue Service requirements for tax exemption		
B. Consideration & Approval of Employment Agreement for CEO, Robert Golden	Vote	5 m
2023/2024 Employment contract for CEO Robert Golden		
VI. Suggested Agenda Items		
1. Update Fiscal and Procedure Policies		
VII. Board Member Comments		
This is an opportunity for Board members to take comments/updates from fellow board members, address activities, correspondence, and operations, and/or acknowledge or recognize specific programs, activities, or personnel.		
VIII. Closing Items		

	Purpose	Time
A. Adjourn Meeting	Vote	

Coversheet

Pledge of Allegiance

Section: I. Opening Items
Item: C. Pledge of Allegiance
Purpose: FYI
Submitted by:
Related Material: Board Meeting Flag.jpg



Coversheet

June 13, 2023 GCA Special Board Meeting Minutes Draft

Section: II. Consent Agenda
Item: B. June 13, 2023 GCA Special Board Meeting Minutes Draft
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for GCA Board of Trustees Meeting on June 13, 2023

APPROVED



GOLDEN
CHARTER ACADEMY

Golden Charter Academy

Minutes

GCA Board of Trustees Meeting

Date and Time

Tuesday June 13, 2023 at 1:00 PM

Location

Golden Charter Academy is inviting you to a scheduled Zoom meeting.

Topic: GCA Board of Trustees Regular Meetings

Time: June 13, 2023 01:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/88417324062>

Meeting ID: 884 1732 4062

One tap mobile

+16699009128,,88417324062# US (San Jose)

+12532158782,,88417324062# US (Tacoma)

Dial by your location

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

Meeting ID: 884 1732 4062

Find your local number: <https://us02web.zoom.us/u/kdLSYLrhIw>

Golden Charter Academy
1626 W. Princeton Ave
Fresno, CA 93705

Directors Present

B. De Vore (remote), D. Huff, E. Gonzalez, I. Green (remote), K. Thomas (remote), R. Quinto (remote)

Directors Absent

S. Barton

Ex Officio Members Present

A. Breuer, R. Golden

Non Voting Members Present

A. Breuer, R. Golden

Guests Present

Liana Pellegrino

I. Opening Items

A. Call the Meeting to Order

E. Gonzalez called a meeting of the board of directors of Golden Charter Academy to order on Tuesday Jun 13, 2023 at 1:03 PM.

B. Roll Call

C. Pledge of Allegiance

D. Approval of the Agenda

D. Huff made a motion to approve the Agenda.
K. Thomas seconded the motion.
The board **VOTED** to approve the motion.

E. Public Comment

II. Consent Agenda

A. Approval & Consideration of Consent Agenda

B. De Vore made a motion to approve the consent agenda.

D. Huff seconded the motion.
The board **VOTED** to approve the motion.

B. May 4, 2023 Board Meeting Minutes Draft

B. De Vore made a motion to approve the minutes from GCA Board of Trustees Meeting on 05-04-23.
D. Huff seconded the motion.
The board **VOTED** to approve the motion.

C. May 11, 2023 Special Board Meeting Minutes Draft

B. De Vore made a motion to approve the minutes from GCA Special Board of Trustees Meeting on 05-11-23.
D. Huff seconded the motion.
The board **VOTED** to approve the motion.

D. Human Resource Coordinator Job Description & Salary Range

E. 2023-24 Employee Benefits Packages

F. 2023-2024 D&O and Property Insurance

G. Financial Warrants

III. Information / Discussion

A. Reports and Updates

Assistant Principal Introduction - Liana Pellegrino M.S.

CEO Report (Robert Golden, President & CEO)

Welcoming Ms. Ashalynn James as GCA's new Board Clerk.
Employees of the Months: Taf Wilson (Kinder Teacher), AshayInn James (Administrative Assistant) Congratulations! Enrollment update: New TK class added for the 23-24 SY due to the growing waitlist. 336 students to be at max enrollment. Currently 331 students enrolled for fall. Directors and Office insurance renewal complete. Fundraising summit, Friday 6/9 with Phoenix Philanthropy to plan the three phases. The goal is to raise \$2.6 million by September 2023 and \$4.8 million by January 2024 with the full \$20 million by the time the new facility is open. Several meetings with Fresno Chaffee Zoo to develop and amplify our partnership. Board retreat - Saturday, September 16, 2023. Golden Charter Academy featured last night on Education Matters segment from KC24.

Financial Report (Jim Weber, Charter Impact)

P2 ADA 231.95, cuts revenue (\$20k) from budget. Cash ended month is \$475k. SB740 application competed in May. No changes to enrollment and ADA. LCFF is calculated at

\$14,189 per ADA. Rolling UPP 90.3%. Forecast food revenue and expense reduced (revenue \$85k). PCSGP forecast cut \$300k due to lack of eligible expenses - impact of changes net zero. Learning recovery \$388k through 6/28. Salaries and benefits net below \$48k. Ending cash flow forecast \$1 million+.

Principal's Report (Mandy Breuer, Principal)

2.0 - 3.0 June Report

LCAP 1: Improve student outcomes. Spring 2022 58.2% students were below educational norms. Compared to now, we are at 49%. 3.0 brings two new teacher hires, assistant principal and a teacher from the Fresno Pacific University's residency grant program. Ignite Reading! returning the first week of school. One-on-one teacher literacy coaching with Fresno Pacific. Building enrichment opportunities with STEM, arts to strengthen ELA and Mathematics programs. LCAP 2: Caring School Culture. 90% LCAP family surveys completed. Expanding mentorship and social & emotional learning efforts through classified and certificated staff. Increasing home support efforts through community schools. LCAP 3: Environmental Student Outcomes. Worked with over 30 partners to expand student environmental stewardship. Increasing 3.0 Pridelands programming - new partnership in line to enhance civic action and field experiences.

B. 2023-24 Local Control and Accountability Plan (LCAP)

C. 2023-2024 Board Members Resignations

Trustee Ruthie Quinto

Trustee Dr. Brad Huff

IV. Action Items

A. Consideration & Approval of Pacific Charter School Development (PCSD) Loan Agreement

K. Thomas made a motion to approve the Consideration & Approval of Pacific Charter School Development (PCSD) Loan Agreement.

I. Green seconded the motion.

The board **VOTED** to approve the motion.

B. Consideration & Approval of Dyson & Janzen Architects INC AIA Contract

I. Green made a motion to approve the Consideration & Approval of Dyson & Janzen Architects INC AIA Contract.

K. Thomas seconded the motion.

The board **VOTED** to approve the motion.

C. Consideration & Approval of Fresno Chaffee Zoo Purchase Sale Agreement (PSA)

K. Thomas made a motion to approve the Consideration & Approval of Fresno Chaffee Zoo Purchase Sale Agreement (PSA).

B. De Vore seconded the motion.
The board **VOTED** to approve the motion.

V. Board Member Comments

A. Next Regularly Scheduled Board Meeting

Wednesday, June 14, 2023 @ 1:30 PM

B. Suggested Agenda Items

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:21 PM.

Respectfully Submitted,
E. Gonzalez

Coversheet

June 14, 2023 GCA Special Board Meeting Minutes Draft

Section: II. Consent Agenda
Item: C. June 14, 2023 GCA Special Board Meeting Minutes Draft
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special GCA Board of Trustees Meeting on June 14, 2023

APPROVED



GOLDEN
CHARTER ACADEMY

Golden Charter Academy

Minutes

Special GCA Board of Trustees Meeting

Date and Time

Wednesday June 14, 2023 at 1:30 PM

Location

Golden Charter Academy is inviting you to a scheduled Zoom meeting.

Topic: GCA Board of Trustees Regular Meetings

Time: Sept 8, 2022 05:30 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/88417324062>

Meeting ID: 884 1732 4062

One tap mobile

+16699009128,,88417324062# US (San Jose)

+12532158782,,88417324062# US (Tacoma)

Dial by your location

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

Meeting ID: 884 1732 4062

Find your local number: <https://us02web.zoom.us/u/kdLSYLrhIw>

Golden Charter Academy
1626 W. Princeton Ave
Fresno, CA 93705

Directors Present

B. De Vore (remote), D. Huff, E. Gonzalez (remote), I. Green (remote), K. Thomas (remote)

Directors Absent

R. Quinto, S. Barton

Ex Officio Members Present

R. Golden (remote)

Non Voting Members Present

R. Golden (remote)

Guests Present

J. Xiong

I. Opening Items

A. Call the Meeting to Order

K. Thomas called a meeting of the board of directors of Golden Charter Academy to order on Wednesday Jun 14, 2023 at 1:32 PM.

B. Roll Call

C. Pledge of Allegiance

Pledge of Allegiance led by Keshia Thomas.

D. Approval of the Agenda

D. Huff made a motion to approve the Agenda.

B. De Vore seconded the motion.

The board **VOTED** to approve the motion.

E. Close Session

Close Session moved to next Board Meeting.

F. Public Comment

II. Action Items

A. Consideration & Approval of 2023-2024 Budget

B. De Vore made a motion to approve the Consideration & Approval of 2023-2024 Budget.

E. Gonzalez seconded the motion.

The board **VOTED** to approve the motion.

B. Consideration & Approval of 2023-2024 Local Control Accountability Plan (LCAP)

I. Green made a motion to approve the Consideration & Approval of 2023-2024 Local Control Accountability Plan (LCAP).

D. Huff seconded the motion.

The board **VOTED** to approve the motion.

C. Consideration & Approval of Education Protection Account Spending Plan

I. Green made a motion to approve the Consideration & Approval of Education Protection Account Spending Plan.

B. De Vore seconded the motion.

The board **VOTED** to approve the motion.

D. Consideration & Approval of CEO, Robert Golden 2023-2024 Contract

III. Board Member Comments

A. Next Regularly Scheduled Board Meeting

Thursday, August 3, 2023 at 5:00 PM.

B. Suggested Agenda Items

Special Board Meeting prior to July 1st. Date/time TBD

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:44 PM.

Respectfully Submitted,

K. Thomas

Coversheet

June 26, 2023 GCA Special Board Meeting Minutes Draft

Section: II. Consent Agenda
Item: D. June 26, 2023 GCA Special Board Meeting Minutes Draft
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for GCA Special Board of Trustees Meeting on June 26, 2023

APPROVED



Golden Charter Academy

Minutes

GCA Special Board of Trustees Meeting

Date and Time

Monday June 26, 2023 at 12:00 PM

Location

Golden Charter Academy is inviting you to a scheduled Zoom meeting.

Topic: GCA Special Board of Trustees Meeting

Time: Jun 26, 2023 12:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/86014384674?pwd=SzA5MUZHXYXZNNUtSbllJcVJvU0JNUT09>

Meeting ID: 860 1438 4674

Passcode: 736334

One tap mobile

+16694449171,,86014384674#,,, *736334# US

+16699009128,,86014384674#,,, *736334# US (San Jose)

Dial by your location

- +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)
- +1 346 248 7799 US (Houston)
- +1 719 359 4580 US
- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 360 209 5623 US

- +1 386 347 5053 US
- +1 507 473 4847 US
- +1 564 217 2000 US
- +1 646 558 8656 US (New York)
- +1 646 931 3860 US
- +1 689 278 1000 US
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US

Meeting ID: 860 1438 4674

Passcode: 736334

Find your local number: <https://us02web.zoom.us/j/86014384674>

Golden Charter Academy
1626 W. Princeton Ave
Fresno, CA 93705

Directors Present

B. De Vore (remote), D. Huff, E. Gonzalez, I. Green (remote), K. Thomas (remote)

Directors Absent

R. Quinto, S. Barton

Guests Present

A. James, J. Xiong

I. Opening Items

A. Call the Meeting to Order

E. Gonzalez called a meeting of the board of directors of Golden Charter Academy to order on Monday Jun 26, 2023 at 12:00 PM.

B. Roll Call

C. Pledge of Allegiance

Pledge of Allegiance led by Dr. Gonzalez.

D. Public Comment

E. Close Session

CEO Evaluation.

II. Board Member Comments

A. Special Board Meeting

Thursday, June 29, 2023

B. Suggested Agenda Items

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:33 PM.

Respectfully Submitted,
K. Thomas

Coversheet

June 29, 2023 GCA Special Board Meeting Minutes Draft

Section: II. Consent Agenda
Item: E. June 29, 2023 GCA Special Board Meeting Minutes Draft
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for GCA Special Board of Trustees Meeting on June 29, 2023

APPROVED



Golden Charter Academy

Minutes

GCA Special Board of Trustees Meeting

Date and Time

Thursday June 29, 2023 at 12:00 PM

Directors Present

B. De Vore (remote), D. Huff, E. Gonzalez, I. Green (remote), K. Thomas (remote)

Directors Absent

S. Barton

Ex Officio Members Present

R. Golden

Non Voting Members Present

R. Golden

Guests Present

J. Xiong

I. Opening Items

A. Call the Meeting to Order

E. Gonzalez called a meeting of the board of directors of Golden Charter Academy to order on Thursday Jun 29, 2023 at 12:06 PM.

B. Roll Call

C. Pledge of Allegiance

Pledge of Allegiance led by Dr. Huff.

D. Approval of the Agenda

D. Huff made a motion to approve the Agenda.

B. De Vore seconded the motion.

The board **VOTED** to approve the motion.

E. Closed Session

CEO Evaluation

F. Public Comment

II. Information and Discussion

A. Reports and Updates

CEO Report (Robert Golden, President & CEO)

Summer Camps ends June 30th. Staff will be on summer vacation for two weeks, returning on July 17th. Third meeting with the owner of the Pittsburgh Steelers this past Monday. Recognition to Dr. Huff and Ruth Quinto for their dedication and work they have put in to Golden Charter Academy. Thank you for your service. Enrollment at 333 confirmed students for the 2023-24 school year. Modulars have been delivered on campus. On July 11th, projected plan will be presented to the City of Fresno.

B. Next Board Meeting Discussion

III. Action Items

A. Consideration and Approval of Certificate of Resolution for The Golden Charter Academy

D. Huff made a motion to approve the Consideration and Approval of Certificate of Resolution for The Golden Charter Academy.

I. Green seconded the motion.

To approve G.O.L.D. LLC, the borrowers for the loan we are receiving to P.C.S.D.

The board **VOTED** to approve the motion.

IV. Board Member Comments

A. Next Regularly Scheduled Board Meeting

Friday, July 7, 2023 @ 10:00 AM

B. Suggested Agenda Items

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:34 PM.

Respectfully Submitted,
E. Gonzalez

Coversheet

2023/2024 Board Meeting Calendar

Section: IV. Information / Discussion
Item: B. 2023/2024 Board Meeting Calendar
Purpose: Discuss
Submitted by:
Related Material: 2023-2024 Board Meeting Calendar.pdf



GOLDEN CHARTER ACADEMY

2023 - 2024 BOARD OF TRUSTEES MEETING CALENDAR

JULY 2023						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MONTHLY THURSDAY DATES
August 17, 2023
September 21, 2023
October 19, 2023
November 16, 2023
December 14, 2023
January 18, 2024
February 15, 2024
March 21, 2024
April 18, 2023
May 16, 2024
June 20, 2024

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Please note that all dates are subject to change upon availability.

Coversheet

Review of Comparable Compensation Data for Charter School Executive Directors/CEOs

Section: IV. Information / Discussion
Item: E. Review of Comparable Compensation Data for Charter School
Executive Directors/CEOs
Purpose: Discuss
Submitted by:
Related Material: FY23-Comparative ED Salary w location (3).pdf

Executive Director Compensation Comparison

Compiled April 2023 for the 2022-23 School Year

ADA	Number of Schools	Salary & Bonus	Comp Per Student	Title	Region/County
4,847	1	\$ 233,522	\$ 48	ED	San Diego
4,791	1	210,220	44	ED	Riverside
4,581	1	249,400	54	ED	Central Valley
4,262	1	219,596	52	ED	San Diego
2,770	1	202,650	73	ED	Sacramento
2,076	7	298,709	144	CEO	Los Angeles
1,483	3	228,375	154	CEO	Los Angeles
1,338	3	210,000	157	Superintendent	SF Bay Area
1,310	4	251,200	192	Superintendent	Los Angeles
926	4	255,000	276	ED	SF Bay Area
898	4	205,000	228	Superintendent	Los Angeles
890	1	176,400	198	CEO	San Bernardino
723	3	130,000	180	ED	Central Valley
664	2	187,250	282	CEO	Los Angeles
503	2	137,200	273	ED	Los Angeles
503	1	159,000	316	Head of School	SF Bay Area
494	2	195,000	395	CEO	Riverside
391	1	152,000	389	ED	San Bernardino
380	1	124,950	328	Director	San Diego
326	1	101,792	312	ED	Riverside
312	1	132,000	423	ED	SF Bay Area
273	1	144,641	530	ED	Santa Barbara
245	1	262,382	1,070	ED	Los Angeles
236	1	62,400	265	ED	Los Angeles
235	1	110,000	468	ED	Northern California
232	1	145,000	625	CEO	Central Valley
232	1	212,000	914	ED	Los Angeles
221	1	115,000	520	ED	Los Angeles
192	1	129,901	677	ED	San Diego
192	1	115,000	599	Principal	SF Bay Area
154	1	123,850	804	Director	Northern California
123	1	169,207	1,378	ED	SF Bay Area
122	1	128,989	1,060	ED	SF Bay Area
108	1	140,000	1,296	Head of School	SF Bay Area
98	1	94,500	964	Director	SF Bay Area
70	1	82,000	1,171	Director	Northern California
35	1	118,000	3,364	ED	Los Angeles
34	1	83,600	2,459	ED	Los Angeles
Average	981	\$ 165,677	\$ 597		

Coversheet

Consideration & Approval of Non-Profit Integrity Act Resolution

Section: V. Action Items
Item: A. Consideration & Approval of Non-Profit Integrity Act Resolution
Purpose: Vote
Submitted by:
Related Material:
DRAFT Resolution of the GCA Board re Reasonable Compensation Findings re CEO 7.5.23 4871-2087-4862 v.1.docx.pdf

RESOLUTION OF THE BOARD OF DIRECTORS OF THE GOLDEN CHARTER ACADEMY

The Board of Directors (“Board”) of The Golden Charter Academy (“GCA”), a tax exempt, California nonprofit public benefit corporation, operating a public charter school in Fresno County, approved by the Fresno Unified School District, does hereby adopt the following resolution pursuant to the provisions of the California Nonprofit Integrity Act, and as also required by the Internal Revenue Service requirements for tax exempt (501c3) entities:

WHEREAS, when GCA considers renewing or extending a contract term or modifying total compensation (separate from organization wide increases) to be paid to the GCA Chief Executive Officer/Head of School (“CEO”), the Board must ensure that such compensation is reasonable; and

WHEREAS, the Board must determine the compensation of the GCA CEO within the confines of legal requirements and best practices for tax exempt, nonprofit corporations; and

WHEREAS, the Board must ensure the CEO’s compensation is within the range of similar organizations across the region, also taking into account other factors the Board believes pertinent to the setting of its CEO’s compensation; and

WHEREAS, the Board desires to take all recommended steps to ensure the compensation paid to the CEO is reasonable, and that the Board has followed legally required procedures, as detailed below:

1. Approval of Compensation. The Board must evaluate annually the compensation of the GCA “senior officer” and approve in advance any change to the compensation for the “senior officer.”
2. Definitions. For purposes of this resolution, the GCA senior officer is the CEO, and the total compensation paid to the CEO is understood to include a base salary, any bonuses, retirement benefits, fringe benefits, liability insurance premiums, and other monetary or non-monetary benefits provided.
3. Recusal. Any Board members related to the CEO, any employee Board members reporting to the CEO or under his supervision, or any other individual having a personal interest in the compensation paid to the CEO, and the CEO himself have been excluded from the Board’s discussion and determination of reasonable compensation.
4. Determining Compensation. The Board’s review of compensation data will guide the Board prior to making any decisions to alter the CEO’s compensation to ensure the compensation to be paid is reasonable. When determining whether the compensation or any change to compensation is reasonable, the Board:
 - a. Has been presented with and considered comparability data and compared the compensation to be paid to the CEO with the compensation paid to the equivalent senior officers from at least three (3) similar organizations

operating in metropolitan areas that have comparable revenues, employees, service populations and skills.

- b. Recognizes the unique benefits provided by the CEO to GCA, including the following:
 - The CEO brings a unique contribution to the success of GCA as a former professional football player, which provides him with the ability to raise money for the School that would not otherwise be possible without his contribution.
 - CEO Golden has had the vision to create the Golden Charter Academy for the better part of a decade, dating back to the days when he played in the NFL for the Pittsburgh Steelers. The school was his vision, and carries his name. He has imbued the school with his own personal philosophy of education, developed during his formative years growing up on the westside of Fresno. In two short years, GCA has become the fastest-growing school in Fresno Unified School District.
 - CEO Golden possesses a unique set of attributes which have helped place the school in its current successful position. His passion, his ability to articulate his vision, his ability to communicate that vision to students, staff, and the community—these three alone would make him an great CEO. But he combines these skills with a national network of influential people that will help propel GCA to a national, even international, educational model that will change the paradigm of education. For this reason, he is an exceptional CEO, and the Board recognizes this and favors compensating him accordingly.

- 5. Source of Comparability Data. The Board has reviewed comparability data by documenting the compensation paid to officers holding similar positions in similar organizations. (See attached documentation at **Exhibit A**, CEO Reasonable Compensation Comparability Data, attached here and incorporated by reference.)
Specifically, the compensation paid to school leaders of public schools, including charter schools, as documented by Forms 990 filed with the IRS, leaders of local private schools as documented by Forms 990 and an examination of compensation paid to regional public school district superintendents, as documented in public records.

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby adopts the foregoing resolution.

BE IT FURTHER RESOLVED, that the Secretary of the Board hereby is authorized to certify this resolution.

* * *

IN WITNESS WHEREOF, the Governing Board of The Golden Charter Academy has adopted the above resolution by the following vote at a regular Board meeting this [redacted] day of [redacted], 2023.

Ayes: [INSERT NAMES]

Nos: [INSERT NAMES]

Abstentions: [INSERT NAMES]

By: _____
[NAME], Secretary

Coversheet

Consideration & Approval of Employment Agreement for CEO, Robert Golden

Section: V. Action Items
Item: B. Consideration & Approval of Employment Agreement for CEO, Robert Golden
Purpose: Vote
Submitted by:
Related Material: 2023-2024_Executive Administrative (CEO) Contract Robert Golden.pdf



GOLDEN

CHARTER ACADEMY

GOLDEN CHARTER ACADEMY PUBLIC CHARTER SCHOOL

AT-WILL EMPLOYMENT AGREEMENT 2023 – 2024

Between

GOLDEN CHARTER ACADEMY PUBLIC CHARTER SCHOOL

and

ROBERT GOLDEN

**ROBERT GOLDEN,
PRESIDENT & CEO**

BOARD OF TRUSTEES

*Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green*

*Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org*

THIS AT-WILL EMPLOYMENT AGREEMENT (herein referred to as “Agreement”) is entered into by and between the Board of Directors (herein referred to as “Board”) of Golden Charter Academy Public Charter School (herein referred to as “SCHOOL” or “EMPLOYER”), operating a California public charter school(s) in Fresno County, approved by the Fresno Unified School District (herein referred to as the “District”) and the above-named employee (herein referred to as “EMPLOYEE”). EMPLOYER desires to hire EMPLOYEE who will assist SCHOOL in achieving the goals and meeting the requirements of the SCHOOL’s Charters. The Board desires to engage the services of the EMPLOYEE for purpose of assisting SCHOOL in implementing its purposes, policies, and procedures. The parties recognize that SCHOOL is generally exempt from the provisions of the California Education Code, except as expressly set forth in the Charter SCHOOL’s Act of 1992 or elsewhere in other applicable laws or regulations.

WHEREAS, SCHOOL and EMPLOYEE wish to enter into an at-will employment relationship under the conditions set forth herein, the parties hereby agree as follows:

STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. SCHOOL has been established and operates pursuant to the Charter Schools Act of 1992, California Education Code section 47600, et seq. The SCHOOL’s Charter is available to you on our website and can be provided to you separately as a PDF file at your request and is incorporated by reference herein. EMPLOYEE agrees to read and become familiar with the provisions of the SCHOOL’s Charter and to act always in accordance with the educational mission, policies, and procedures described therein. The SCHOOL has been duly approved by the Board of Education of the Fresno Unified School District.
2. EMPLOYEE understands that the SCHOOL is a separate legal entity from the District. The District is not liable for any debts or obligations of the SCHOOL, and EMPLOYEE expressly recognizes that he/she/they is being employed by the SCHOOL and not the District.
3. Pursuant to California Education Code section 47610, the SCHOOL must comply with all of the provisions set forth in its charter but is otherwise generally exempt from the

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

EMPLOYEE Initials

At-Will Classified Executive Administrator Employment Agreement

PAGE 1 OF 9



GOLDEN

CHARTER ACADEMY

**ROBERT GOLDEN,
PRESIDENT &
CEO**

**EMPLOYER
OF TRUSTEES**

*Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green*

*Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org*

laws governing school districts except as specified in the California Charter Schools Act, the SCHOOL’s Charter or other relevant law.

4. The SCHOOL shall be deemed the exclusive public-school employer of the employees at the SCHOOL for purposes of California Government Code section 3540.1.

EMPLOYEE is willing and qualified to provide the services referenced above. SCHOOL has a need for the EMPLOYEE’s services and therefore desires to employ the EMPLOYEE.

Employment terms are governed by this Agreement and the current SCHOOL charter, handbooks, policies, procedures, rules or regulations, as adopted and amended from time to time by SCHOOL.

A. DUTIES

A copy of the job description for EMPLOYEE’s position as **CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL** is incorporated by reference herein (See attached “Exhibit A”). The duties set forth in that job description may be amended from time to time at the sole discretion of EMPLOYER. EMPLOYEE agrees that he/she/they shall at all times faithfully, industriously, and to the best of his/her/their ability to perform all of the duties that may be required of the EMPLOYEE pursuant to the express and explicit terms of this Agreement by the accomplishment of:

1. Fulfilling the functions enumerated in the EMPLOYEE’s job description; and
2. Such other duties as assigned by the EMPLOYER as necessary in SCHOOL’s discretion and judgment to effectuate the purposes of this Agreement. The EMPLOYEE understands that EMPLOYER may at times make assignments that are in addition to those expressly described in this Agreement. The EMPLOYEE understands that the EMPLOYER in its sole discretion and without prior notice may assign EMPLOYEE other and/or additional duties, including but not limited to a change in assignment to different specialty according to any limitations or requirements of the EMPLOYEE’s licensure, and/or the addition or elimination of classified duties, as necessary; and
3. The EMPLOYEE will perform such duties as SCHOOL may reasonably assign and will abide by all SCHOOL’s policies and procedures as adopted and amended from time to time, including those policies and procedures set forth in the SCHOOL’s Employee Handbook, incorporated herein by reference (See attached “Exhibit B”), which may be amended from time to time at the sole discretion of SCHOOL; and
4. EMPLOYEE will not render services in person or by electronic means, paid or otherwise for any other entity during contracted work hours with the SCHOOL; and

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

EMPLOYEE Initials

At-Will Classified Executive Administrator Employment Agreement

PAGE 2 OF 9



GOLDEN

CHARTER ACADEMY

**ROBERT GOLDEN,
PRESIDENT &
CEO**

**EMPLOYER OF
TRUSTEES**

*Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green*

*Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org*

5. EMPLOYEE will perform such duties as the EMPLOYER may reasonably assign including performing any such duties remotely or “telecommuting” via internet, phone, or any other electronic device, while at home or at another location other than the school site as the EMPLOYER deems reasonable and/or necessary; and
6. EMPLOYEE will conduct him/her/their self in a respectful and responsible manner as a representative of SCHOOL both on and off campus. EMPLOYEE will refrain from engaging in any inappropriate behavior, including but not limited to sexual relations, while on SCHOOL property.

B. COMPENSATION

The SCHOOL will pay the EMPLOYEE a salary commensurate with the approved salary as specified herein. Compensation earned will be paid to EMPLOYEE on EMPLOYER’s regular paydays, subject to legally required withholdings and deductions and such other withholdings and deductions authorized by EMPLOYEE. If the EMPLOYEE fails to complete the Term of this Agreement for any reason whatsoever, EMPLOYEE is entitled to be paid the annual salary prorated to the amount of work actually performed.

EMPLOYEE will receive an annual salary of **\$162,500**, with payment retroactive to July 1, 2023.

EMPLOYEE shall participate in five (5) days of Professional Development training on a date to be determined but shall occur prior to the start of the 2023-2024 school year. Employee shall provide proof of completion of such training in the form of daily attendance sign-in forms.

C. BENEFITS

Certain positions at SCHOOL designated as full-time will be entitled to participate in designated employee benefit programs and plans established by SCHOOL from time to time for the benefit of its employees. For Classified employees, this includes payments to the State Public Employees Retirement System (CalPERS) or other retirement benefit programs, health insurance, dental care insurance, life, and vision insurance (subject to program and eligibility requirements). This position does include these benefits up to \$6,000.00. If EMPLOYEE selects coverage that exceeds the monthly maximum, the premium coverage amount will be deducted from the employee’s semi-monthly paycheck on a pre-tax basis.

EMPLOYEE will have no rights or entitlement under any District policy or procedure unless that policy or procedure has been adopted by EMPLOYER and specifically made applicable to EMPLOYEE by EMPLOYER. Notwithstanding the foregoing, EMPLOYEE will be covered by all applicable federal and state employment laws including those prohibiting discrimination or harassment in the workplace.

D. QUALIFICATIONS

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

At-Will Classified Executive Administrator Employment Agreement

© Golden Charter Academy 2023-24, Rev. 7/19/2023
Powered by BoardOnTrack

EMPLOYEE Initials

PAGE 3 OF 9



GOLDEN CHARTER ACADEMY

**ROBERT GOLDEN,
PRESIDENT &
CEO**

**EMPLOYER OF
TRUSTEES**

*Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green*

*Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org*

EMPLOYEE understands that employment is contingent upon verification of applicable licensure, credentials, and other legally required qualifications, including but not limited to fingerprint clearance from the Bureau of Criminal Identification and Information, Civil Check, and T.B. testing.

E. WORK SCHEDULE

The current SCHOOL calendar is incorporated by reference herein (See Attached “Exhibit C”).

Subject to earlier termination as an At-Will Employee and as provided in this Agreement, EMPLOYEE agrees to begin working on **July 1, 2023**. Unless terminated earlier, this Agreement shall terminate automatically at midnight on the final day of the SCHOOL year as specified in the SCHOOL calendar, but no later than June 30, 2024.

EMPLOYEE’s day-to-day work schedule shall be consistent with the SCHOOL’s schedule. Nothing in this paragraph or the employee’s day-to-day schedule shall alter EMPLOYEE’s At-Will employee status.

EMPLOYEE understands that the workdays during a school year include paid professional development days, as specified in the SCHOOL calendar and that the EMPLOYEE must workdays preceding and following the school year, as shown on the SCHOOL calendar to fulfill all the obligations of this agreement.

EMPLOYEE understands that there are **two-hundred and thirty-five (235)** workdays during a school year including paid professional development days, as specified in the school calendar and that the EMPLOYEE must work days preceding and following the school year, as shown on the school calendar to fulfill all the obligations of this agreement.

As a minimum performance requirement, the work schedule for the EMPLOYEE shall be Monday through Friday, during regular school hours (approximately 7:30 a.m. through 4:30 p.m.). End time is upon completion of duties. It is the expectation of the Board that actual hours required to carry out the duties and responsibilities of the position in a satisfactory manner may exceed the regular school hours, and therefore it is the expectation of the Board that actual hours worked will exceed the above referenced minimum performance requirement. As this position is exempt from overtime, additional duties of the EMPLOYEE may need to be performed outside of the daily work schedule. These additional duties include but are not limited to: Parent Teacher Conferences, Community Events, Field Trips, Dances, and Student Events. Additional duties may take place on weekends and/or mornings and evenings, before/after the conclusion of the minimum work schedule hours noted above herein.

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

At-Will Classified Executive Administrator Employment Agreement
© Golden Charter Academy 2023-24, Rev. 7/19/2023
Powered by BoardOnTrack

EMPLOYEE Initials
PAGE 4 OF 9



GOLDEN

CHARTER ACADEMY

ROBERT GOLDEN,
PRESIDENT &
CEO

EMPLOYER OF
TRUSTEES

Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green

Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org

F. INTELLECTUAL PROPERTY

1. *Ownership.* All intellectual property developed by SCHOOL or developed by EMPLOYEE while employed by SCHOOL under this Contract will be owned by SCHOOL including, without limitation, works of authorship (e.g., writings, graphic designs, and computer programs); inventions (whether tangible or intangible); and, trademarks. However, the following intellectual property is *excluded* from ownership by SCHOOL under this Contract, absent further agreement with EMPLOYEE.
 - a. That which is developed without use of equipment, supplies, facilities, or trade secret information of SCHOOL, and entirely on EMPLOYEE’s own time, which also (a) does not relate (1) to the business of SCHOOL; (2) to SCHOOL’s actual or demonstrably anticipated research or development; or (b) which does not result from work performed by EMPLOYEE for SCHOOL. (See California Labor Code Section 2870).
2. *Protection.* SCHOOL may, at its sole discretion and at its own expense, choose to seek, obtain, maintain, enforce, or forego any form of protection for intellectual property owned by it under this Agreement.
3. *Cooperation.* At SCHOOL’s expense, EMPLOYEE will cooperate with SCHOOL to facilitate the provisions of this section of the Agreement, without limitation, through execution of assignments, execution of formal documents to support applications for intellectual property protection and providing testimony in litigation to enforce or defend SCHOOL’s intellectual property rights.

G. PROPRIETARY PROPERTY

SCHOOL’s proprietary property is the personal property of SCHOOL and constitutes confidential trade secrets and curriculum, which comprises the substance of SCHOOL’s business. As part of the consideration for EMPLOYEE’s employment and the compensation received from SCHOOL, EMPLOYEE agrees at all times, both during or after termination of employment, except as necessary in the ordinary course of performing duties as an employee of SCHOOL:

1. EMPLOYEE shall keep in the strictest confidence and trust all proprietary information.
2. EMPLOYEE shall not knowingly use, reproduce, disseminate, disclose, publish, or do anything related to any proprietary information or rights for an unauthorized purpose.
3. EMPLOYEE shall at all times during employment promptly advise SCHOOL of any knowledge that employee may have of any unauthorized release or use of SCHOOL proprietary information.

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

At-Will Classified Executive Administrator Employment Agreement

© Golden Charter Academy 2023-24, Rev. 7/19/2023
Powered by BoardOnTrack

EMPLOYEE Initials

PAGE 5 OF 9



GOLDEN CHARTER ACADEMY

**ROBERT GOLDEN,
PRESIDENT &
CEO**

**EMPLOYER OF
TRUSTEES**

*Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green*

*Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org*

“Proprietary Information” means information (a) that is not known by actual or potential competitors of SCHOOL or is generally unavailable to the public, (b) that has been created, discovered, developed, or otherwise conveyed to SCHOOL, and (c) that has material economic value or potential material economic value to SCHOOL’s present and future educational operations. “Proprietary Information” shall include trade secrets (as that term is defined under California Civil Code Section 3426.1) and all other discoveries, developments, designs, improvements, inventions, formulas, software programs, processes, techniques, know-how, data, research, techniques, technical data, and any modifications or enhancements of any of the foregoing, and all program, marketing, sales, or other financial or business information disclosed to employee by SCHOOL.

H. EVALUATION

EMPLOYER will at minimum, annually evaluate and assess in writing the performance of the Head of School as specified in SCHOOL personnel policies and pursuant to any other formally adopted evaluation procedures. The annual evaluation shall be completed no later than the Board of Director’s regularly scheduled May Board Meeting. EMPLOYER may conduct monthly, quarterly or bi-annual Evaluations at any such time they deem necessary.

I. AT-WILL EMPLOYMENT

EMPLOYEE understands that no promise of this Agreement, a specific term of employment has been made by the EMPLOYER. All employment at the SCHOOL is at-will. Either the EMPLOYEE or the EMPLOYER may terminate EMPLOYEE’s employment at any time with or without cause and with or without advance notice to the EMPLOYEE.

EMPLOYEE may also be demoted or disciplined and the terms of his/her/their employment altered at any time, with or without cause, at the sole discretion of EMPLOYER.

No one other than the EMPLOYER has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the term of this Agreement, and any such agreement must be in writing and must be signed by the EMPLOYER and by the affected EMPLOYEE and must specifically state the intention to alter this “at-will” relationship.

J. PRECLUSION OF OUTSIDE PROFESSIONAL ACTIVITIES

EMPLOYEE will not render services in person or by electronic means paid or otherwise, for any other entity during contracted work hours with SCHOOL.

The EMPLOYEE agrees not to work in any off-duty job which has the effect of interfering with his/her/their ability to safely and competently perform job duties or that is in direct conflict with the essential operations of the EMPLOYER and that for the EMPLOYEE to

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL



GOLDEN

CHARTER ACADEMY

ROBERT GOLDEN,
PRESIDENT &
CEO

EMPLOYER OF TRUSTEES

Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green

Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org

engage in would result in a material and substantial disruption of the EMPLOYER’s operation without first notifying the EMPLOYER.

Any employee of SCHOOL who desires to work in an off-duty job will first discuss the appropriateness of that job with his/her/their supervisor.

K. NO TENURE

During the term of this Agreement, EMPLOYEE understands that he/she/they will not acquire or accrue tenure or any other employment rights or property rights with SCHOOL.

L. DUTY TO REPORT KNOWN OR REASONABLY SUSPECTED CHILD ABUSE

California Penal Code section 11166 requires any child care custodian such as the EMPLOYEE who has knowledge of, or observes, a child in his/her/their professional capacity or within the scope of his/her/their employment whom he/she/they knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, EMPLOYEE is certifying that he/she/they is a childcare custodian and has knowledge of California Penal Code section 11166 and will comply with its provisions.

M. GENERAL PROVISIONS

1. **Governing Law:** This Agreement and the rights and obligations of the parties shall be governed by and construed in accordance with the laws of the State of California.
2. **Entire Agreement:** This Agreement, together with the exhibits and schedules hereto, constitutes the entire understanding and agreement of the parties with respect to the subject matter hereof and supersedes all prior contemporaneous agreements or understandings, inducements or conditions, express implied, written or oral, between the parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representations, express or implied, not contained in the Agreement. The express terms of this Agreement control and supersede any course of performance or usage of the trade inconsistent with any of the terms of this Agreement.
3. **Modification:** Any modifications or amendments of any of the terms and conditions of this Agreement must be expressly made by the parties hereto in writing.

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

EMPLOYEE Initials
PAGE 7 OF 9



GOLDEN

CHARTER ACADEMY

ROBERT GOLDEN,
PRESIDENT &
CEO

EMPLOYER OF
TRUSTEES

Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green

Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org

4. **Severability:** If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in full force and effect, unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.
5. **Waiver of Breach:** The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.
6. **Assignment:** The rights and obligations of the respective parties under this Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors, and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.
7. **Attorney Fees:** In any litigation, arbitration, or other proceeding by which one party either seeks to enforce its rights under this Agreement (whether in contract, tort, or both) or seeks a declaration of any rights or obligations under this Agreement, the prevailing party shall be awarded its reasonable attorney fees, costs, expenses, and disbursements incurred.

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

At-Will Classified Executive Administrator Employment Agreement

© Golden Charter Academy 2023-24, Rev. 7/19/2023
Powered by BoardOnTrack

EMPLOYEE Initials

PAGE 8 OF 9



GOLDEN

CHARTER ACADEMY

**ROBERT GOLDEN,
PRESIDENT &
CEO**

**EMPLOYER OF
TRUSTEES**

*Dr. Ed González, Chair
Keshia Thomas, Vice Chair
Dr. Bard De Vore
Scott Barton
Isaiah Green*

*Golden Charter Academy
1626 W Princeton Ave
Fresno, CA 93705
(559) 293-3157
info@goldencharteracademy.org*

N. ACCEPTANCE OF EMPLOYMENT

By signing below, the EMPLOYEE declares as follows:

1. I have read this Agreement and accept employment with SCHOOL on terms specified herein.
2. All information I have provided to SCHOOL related to my employment is true and accurate.
3. I have received and reviewed the job description for this position and understand my job duties.
4. I have received, reviewed, and signed the SCHOOL Employer/Employee Arbitration Agreement.
5. I have received and reviewed the SCHOOL calendar.
6. I have received, reviewed, and signed the Employee Handbook.

EMPLOYEE Signature: _____

Date: _____

Address: _____

Telephone: _____

SCHOOL Signature:

Board Chair, Dr. Ed González

Date

This Employment Agreement is subject to ratification by the Governing Board of Golden Charter Academy.

Position: CHIEF EXECUTIVE OFFICER/HEAD OF SCHOOL

At-Will Classified Executive Administrator Employment Agreement

© Golden Charter Academy 2023-24, Rev. 7/19/2023

Powered by BoardOnTrack

EMPLOYEE Initials

PAGE 9 OF 9