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INDEPENDENT CONTRACTOR AGREEMENT

Between

GOLDEN CHARTER ACADEMY PUBLIC CHARTER SCHOOL

And

TIMONA MARTIN

A. THE PARTIES

THIS INDEPENDENT CONTRACTOR AGREEMENT (herein referred to as the ("Agreement") is made by and between GOLDEN CHARTER ACADEMY (herein referred to as the "AGENCY") with a mailing address of 452 N Pacific Ave., Fresno, CA 93728.

AND

Timona Martin, a company (hereinafter referred to as "CONTRACTOR") with a mailing address of 2064 Fairmont Ave. Clovis, Ca. 93611.

AGENCY and CONTRACTOR are sometimes collectively referred to in the Agreement as the "Parties" or singularly as a "Party" or by their individual names.

WHEREAS, the AGENCY intends to pay the CONTRACTOR for services provided, effective **August 1, 2026**, under the following terms and conditions:

B. SERVICES

The CONTRACTOR agrees to provide AGENCY with strategy and implementation consulting services (herein referred to as the "Services"), such services and duties to include **(see "Proposed New Teacher Development Specialist Partnership" attached)**.

C. PAYMENT

The AGENCY agrees to pay for the Services performed by the CONTRACTOR.

The CONTRACTOR agrees to be paid as follows: **(see "Proposed New Teacher Development Specialist Partnership" attached)**. Hours may vary depending on services needed.

CONTRACTOR will send a monthly invoice for the duration of effective contract dates.

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D. TERMS OF AGREEMENT

The Services provided by the CONTRACTOR shall begin on **August 1, 2026** (or the day the contract is officially signed) and until terminated as set forth below (the "Term).

E. INDEPENDENT CONTRACTOR STATUS

The CONTRACTOR, under the code of Internal Revenue Services (IRS), is an independent CONTRACTOR and neither the CONTRACTOR's employees or contract personnel are, or shall be deemed, the AGENCY's employees.

F. FEDERAL AND STATE TAXES

Under this Agreement, the AGENCY shall not be responsible for:

1. Withholding FICA, Medicare, Social Security, or any other federal or state withholding taxes from the CONTRACTOR's payments to employees or personnel to make payments on behalf of the CONTRACTOR; and

2. Making federal or state unemployment compensation contributions on the CONTRACTOR's behalf; and

3. The payment of all taxes incurred related to or while performing the Services under this Agreement, including all applicable incomes taxes and, if the CONTRACTOR is not a corporation, all applicable self-employment taxes. Upon demand, the CONTRACTOR shall provide the AGENCY with proof that such payments have been made.

G. UNEMPLOYMENT COMPENSATION

The CONTRACTOR shall be solely responsible for the unemployment compensation payments on behalf of their employees and personnel. The CONTRACTOR shall not be entitled to unemployment compensation in connection with the Services performed under this Agreement.

H. WORKERS' COMPENSATION

The CONTRACTOR shall be responsible for providing all workers' compensation insurance on behalf of their employees. If the CONTRACTOR hires employees to perform any work under this Agreement, the CONTRACTOR agrees to grant workers' compensation coverage to the extent required by law. Upon request by the AGENCY, the CONTRACTOR must provide certificates providing workers' compensation insurance at any time during the performance of the Service.

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(559) 293-3157 | info@goldencharteracademy.org
452 N. Pacific Ave., Fresno, CA 93706

I. LIABILITY INSURANCE

The CONTRACTOR agrees to bear all responsibility for the actions related to themselves and their employees or personnel under this Agreement. In addition, the CONTRACTOR agrees to obtain comprehensive liability insurance coverage in case of bodily injury, personal injury, property damage, contractual liability, and cross-liability.

There shall be no minimum required amount for the liability insurance.

J. INDEMNIFICATION

The CONTRACTOR shall indemnify and hold the AGENCY harmless from any loss or liability from performing the Services under this Agreement.

K. TERMINATION OF AGREEMENT

This Agreement shall terminate at the discretion of either party. Either Party may terminate this Agreement, without cause, at any time by delivering at least fourteen (14) days written notice to the other party:

A material breach of the other party; or any act exposing the other party to liability to others for personal injury or property damage.

L. EXCLUSIVE AGREEMENT

This entire Agreement is between the AGENCY and CONTRACTOR.

M. RESOLVING DISPUTES

If a dispute arises under this Agreement, any party may take the matter to a California state court.

N. PROPRIETARY INFORMATION

Proprietary information, under this Agreement, shall include:

1. The product of all work performed under this Agreement (herein referred to as the "Work Product"), including without limitation all notes, reports, documentation, drawings, computer programs, inventions, creations, works, devices, models, works-in-progress, and deliverables, will be the sole property of the AGENCY, and CONTRACTOR hereby assigns to the AGENCY all right, title, and interest therein, including, but not limited to, all audiovisual, literary, moral rights and other copyrights, patent rights, trade secret rights, and other proprietary rights therein.

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CONTRACTOR retains no right to use the Work Product and agrees not to challenge the validity of the AGENCY's ownership in the Work Product; and

2. CONTRACTOR hereby assigned to the AGENCY all right, title, and interest in any and all photographic images and videos or audio recordings made by the AGENCY during CONTRACTOR's work for them, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings; and

3. The AGENCY will be entitled to use CONTRACTOR's name and/or likeness use in advertising and other materials.

O. NO PARTNERSHIP

This Agreement does not create a partnership relationship between the AGENCY and the CONTRACTOR. Unless otherwise directed, the CONTRACTOR shall have no authority to enter into contracts on AGENCY's behalf or represent the AGENCY in any manner unless approved by AGENCY.

P. GOVERNING LAW AND VENUE

The rights and obligations of the Parties under or arising out of, and the enforcement and interpretation of, this Agreement shall be governed by the laws of the State of California. The venue of any lawsuit concerning this Agreement, or the rights and duties of any Party in relation hereto, shall be Fresno County Superior Court or in the United States District Court, Eastern District of California (Fresno).

Q. SEVERABILITY

This Agreement shall remain in effect in the event of a section or provision is unenforceable or invalid. All remaining sections and provisions shall be deemed legally binding unless a court rules that any such provision or section is invalid or unenforceable, thus, limiting the effect of another provision or section. In such case, the affected provision or section shall be enforced as so limited.

R. WAIVER OF BREACH

Any waiver by the AGENCY of a breach of any section of this Agreement by the CONTRACTOR shall not operate or be construed as a waiver of any subsequent breach by the CONTRACTOR.

S. ENTIRE AGREEMENT

This Agreement, along with any attachments or addendums, represents the entire agreement between the parties. Therefore, this Agreement supersedes any prior agreements, promises, conditions, or understanding between the AGENCY and CONTRACTOR.

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IN WITNESS WHEREOF, the Parties have executed this Agreement as of the day and year first written above.

AGENCY

DocuSigned by:
Dr. Stephen Morris
E76EFDA0DA9F401...

8/9/2026

Superintendent-Principal, Stephen Morris, Ed.D. — Date

CONTRACTOR

Signed by:
Timona Martin
D4D9A84BFD0B43A...

8/8/2026

Independent Contractor, **Timona Martin** — Date

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

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INDEPENDENT CONTRACTOR
CONTACT INFORMATION FORM

INDEPENDENT CONTRACTOR INFORMATION

Independent Contractor: Hyve Collective

Owner's Full Name: Timona Martin

Mailing Address: 2064 Fairmont Ave

Clovis, Ca. 93611

Billing Address: Same

Office Phone Number: _____

Primary Phone Number: 5593135493

Email Address: monamartin67@gmail.com

EMERGENCY CONTACT(s) INFORMATION

Emergency Contact Full Name: Darrel Martin

Emergency Contact Relation: Spouse

Emergency Contact Phone Number: 5593135293

Emergency Contact Full Name: _____
(optional)

Emergency Contact Relation: _____
(optional)

Emergency Contact Phone Number: _____
(optional)

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Golden Charter Academy

Proposed New Teacher Development Specialist Partnership

August 2026 – January 2027

Purpose

As Golden Charter Academy continues to build a strong instructional foundation, we recognize that the success of our students is directly connected to the success of our teachers. The first years of teaching are among the most critical in establishing effective instructional practices, classroom management systems, professional confidence, and long-term retention.

To support this work, Golden Charter Academy seeks to establish a partnership with a New Teacher Development Specialist who will provide embedded support, mentorship, and instructional guidance for teachers new to the profession and teachers new to Golden Charter Academy.

This position is designed to complement existing induction supports by providing practical classroom expertise, ongoing mentorship, and implementation support that helps new teachers successfully navigate the instructional, cultural, and professional expectations of teaching at Golden Charter Academy.

The New Teacher Development Specialist will work in partnership with the Director of Curriculum, administration, induction coaches, and veteran teachers to strengthen instructional practice, support teacher growth, advance culturally relevant and responsive teaching practices, and contribute to a positive and effective professional culture.

Areas of Focus

New Teacher Support and Mentorship

Support new teachers in developing the instructional, organizational, and professional practices necessary for long-term success.

Support may include:

- Classroom management
- Student engagement strategies
- Professional responsibilities
- Teacher effectiveness
- Organization and time management
- Family communication and partnership

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- Building confidence and instructional capacity
- Culturally responsive classroom culture
- Relationship-centered teaching practices
- Building inclusive and affirming learning environments

Instructional Planning and Delivery

Provide support related to:

- Lesson planning
- Standards-based instruction
- Instructional delivery
- Checks for understanding
- Student discourse
- Differentiation
- Academic rigor
- Reflective instructional practices
- Culturally relevant pedagogy
- Student-centered instructional practices
- Asset-based approaches to teaching and learning

The goal is to support teachers in developing strong instructional habits that lead to meaningful student learning outcomes.

Support will emphasize the development of instructional practices that are academically rigorous, culturally responsive, and reflective of Golden Charter Academy's commitment to equity, belonging, and meaningful student engagement.

PLC Integration and Professional Collaboration

Support new teachers in:

- Understanding PLC structures and expectations
- Participating effectively in collaborative planning
- Leveraging the expertise of veteran teachers
- Contributing productively to team discussions
- Building strong professional relationships
- Examining student needs through an equity-centered lens
- Collaborating around culturally relevant instructional practices

This work is intended to help new teachers become active and effective contributors within professional learning communities.

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Observation and Growth Support

Conduct non-evaluative observations of new teachers focused on:

- Classroom culture
- Instructional delivery
- Student engagement
- Professional practice
- Implementation of schoolwide expectations

Observation summaries, recommendations, and identified areas of support will be shared with the Director of Curriculum and administration to support individualized teacher growth plans.

Induction Coach Collaboration

Partner with induction coaches to strengthen the support provided to new teachers through:

- Alignment of coaching priorities
- Shared teacher support plans
- Collaborative problem-solving
- Resource development
- Ongoing communication regarding teacher needs and progress

This role is intended to strengthen and complement existing induction supports while providing an additional layer of practical classroom mentorship and instructional guidance.

Professional Learning Partnership

Partner with the Director of Curriculum to:

- Identify common areas of new teacher need
- Support targeted professional learning experiences
- Facilitate new teacher workshops and support sessions
- Monitor implementation of instructional practices
- Develop responsive support plans throughout the contract period

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Service Structure

Summer Launch Support

July/August 2026 (Date TBD)

The New Teacher Development Specialist will participate in a Curriculum and Instruction Planning Meeting to support alignment of new teacher development priorities and establish support structures for the upcoming school year.

In addition, the specialist will facilitate two dedicated New Teacher Development Sessions during the school's summer professional learning window (August 3–14).

Summer Focus Areas

- Classroom management systems and routines
- First 30 days of school planning
- Lesson planning expectations
- Teacher organization and effectiveness
- Professional responsibilities and expectations
- PLC readiness and collaboration
- Student engagement strategies
- Building instructional confidence before the start of school
- Culturally responsive classroom practices
- Building inclusive classroom communities
- Relationship-centered classroom management

School-Year Embedded Support

August 2026 – January 2027

The New Teacher Development Specialist will provide on-site support **two full days per week** throughout the contract period.

Areas of Ongoing Support

- New teacher mentorship
- Classroom management support
- Lesson planning and instructional delivery
- Professional responsibilities and teacher effectiveness
- PLC participation and collaboration
- Non-evaluative classroom observations
- Growth-oriented feedback and coaching
- Induction coach collaboration
- New teacher workshops and support sessions

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- Individualized teacher support plans
- Culturally relevant instructional planning
- Relationship-centered classroom management
- Equitable and inclusive classroom practices

Observation summaries and growth recommendations will be shared with the Director of Curriculum and administration to support teacher development and differentiated support planning.

Monthly Planning and Calibration Meetings

The New Teacher Development Specialist will meet monthly with the Director of Curriculum and administration to:

- Review new teacher progress
- Identify emerging needs and trends
- Coordinate support plans
- Establish monthly development priorities
- Align professional learning and coaching efforts

Partnership Timeline

Support Component	Timeline	Frequency
Curriculum & Instruction Planning Meeting	July/August 2026 (TBD)	As Scheduled
New Teacher Development Sessions	August 3–14, 2026	2 Days
Embedded New Teacher Support	August 2026 – January 2027	2 Full Days Per Week
New Teacher Observations & Feedback	August 2026 – January 2027	Ongoing
Induction Coach Collaboration	August 2026 – January 2027	Ongoing
Planning & Calibration Meetings	Monthly	1 Meeting Per Month
Partnership Review & Renewal Discussion	January 2027	1 Review Meeting

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Proposed Investment

Monthly Consulting Rate

$3,000 per month

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Service Commitment

Two full days per week of on-site support

Initial Contract Period

August 2026 – January 2027

Total Initial Investment

Month	Investment
August 2026	$3,000
September 2026	$3,000
October 2026	$3,000
November 2026	$3,000
December 2026	$3,000
January 2027	$3,000
Total Investment	**$18,000**

Partnership Review and Renewal

At the conclusion of the initial six-month partnership, Golden Charter Academy and the New Teacher Development Specialist will conduct a collaborative review of the impact, effectiveness, and continued needs of the program.

The review will consider:

- New teacher growth and development
- Teacher retention indicators
- Feedback from teachers, induction coaches, and administration
- Implementation of support structures
- Areas for continued growth and support

Based on the outcome of the review, both parties may elect to extend the partnership for the remainder of the 2026–2027 school year under mutually agreed upon terms.

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Desired Outcomes

By the conclusion of the initial partnership period, Golden Charter Academy seeks to achieve:

- Increased new teacher confidence and effectiveness
- Stronger classroom management and student engagement practices
- Improved lesson planning and instructional delivery
- Greater teacher participation and effectiveness within PLCs
- Increased retention of new teachers
- Stronger alignment between induction supports and school expectations
- Increased implementation of instructional best practices
- Increased teacher capacity to implement culturally relevant and culturally responsive instructional practices
- Stronger classroom cultures rooted in belonging, engagement, and high expectations
- Increased ability to create equitable and inclusive learning environments
- Development of a consistent and supportive new teacher growth model
- Stronger alignment between instructional practice and Golden Charter Academy's mission and values
- Increased teacher readiness to meet the academic and cultural expectations of Golden Charter Academy

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Summary

The New Teacher Development Specialist partnership is designed to provide targeted, embedded support for teachers during the most critical stages of their professional growth. Through mentorship, instructional guidance, classroom support, collaboration with induction coaches, and partnership with the Curriculum Department, this role will strengthen teacher effectiveness, increase retention, and contribute to a culture of continuous professional growth at Golden Charter Academy.

By centering instructional excellence, culturally relevant pedagogy, inclusive classroom practices, and relationship-centered teaching, this partnership will help ensure that new teachers are equipped to meet the academic, cultural, and community-centered expectations that define the Golden Charter Academy experience.

The initial six-month structure provides an opportunity to establish strong support systems, evaluate impact, and determine future partnership needs while maintaining flexibility for both Golden Charter Academy and the New Teacher Development Specialist.

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