

EXHIBIT A



Blackstone Valley Prep Mayoral Academy

PERSEVERANCE. RESPECT. INTEGRITY. DISCIPLINE. ENTHUSIASM.

November 20, 2017

Jeremy Chiappetta
Chief Executive Officer
Rhode Island Mayoral Academy,
Blackstone Valley
291 Broad Street
Providence, Rhode Island 02864

Dear Mr. Chiappetta,

Blackstone Valley Prep, A Rhode Island Mayoral Academy (a.k.a. Rhode Island Mayoral Academy (sm) – Blackstone Valley) (herein referred to as the “Charter School” or “BVP”) is pleased to offer you the position of Chief Executive Officer, formerly designated as Executive Director, beginning with an effective date of July 1, 2017, pursuant to the provisions of your Employment Agreement. This position will report to the Board of Directors of BVP.

Term of Agreement

The term of this Employment Agreement is from July 1, 2017 through June 30, 2020; provided, however, in the event this Employment Agreement has not be terminated, extended or modified in writing on or prior to June 30, 2020, this Agreement shall be extended for an additional year (an “extension year”) from June 30, 2020 and, likewise subject to there being no termination, written extension or written modification prior to June 30, of each extension year, shall be deemed extended for an additional year each year thereafter.

Compensation

In your position, you will be considered a Full-Time, Exempt employee, and you will be paid twice monthly based on an annual salary of ONE HUNDRED SEVENTY THOUSAND AND 00/100 DOLLARS (\$170,000) through June 30, 2018; effective on July 1, 2018, ONE HUNDRED SEVENTY-FIVE THOUSAND AND 00/100 DOLLARS (\$175,000), and effective July 1, 2019, ONE HUNDRED EIGHTY THOUSAND AND 00/100 DOLLARS (\$180,000). All compensation provided to you by the Charter School shall be subject to applicable payroll taxes and withholdings in accordance with federal, state, and local law. Should this Employment Agreement be extended, as provided above, for subsequent extension years, the compensation in each extension year shall be amended by adding an additional two percent (2%) of the compensation in the third year of this Agreement, not compounded, to the compensation in each extension year.

Bonus Opportunity

In addition to the Compensation set forth above, you shall be entitled to a bonus in each year as follows:

- (i) \$10,000 per year for each school recognized as a National Blue Ribbon School;
- (ii) \$5,000 per year for each school recognized as a 5-Star School/Commended School;
- and
- (iii) \$1,000 per year for each school recognized as a 4-star School/Leading School;

Provided, however, that in no event shall the bonuses paid in any year exceed Fifteen Thousand and 00/100 Dollars (\$15,000).

Benefits

As a full-time employee you will be eligible to receive a comprehensive benefits package including medical and dental insurance; supplemental and short-term disability insurance and life insurance; optional Dependent Care and Medical Care Flexible Spending Accounts; professional development and tuition reimbursement opportunities; and you shall be entitled to a THREE HUNDRED DOLLAR AND 00/100 (\$300) per month car allowance. You shall, in addition be entitled to retirement benefits and each year (annuity, life insurance or similar instruments) the costs of which in the aggregate, does not exceed \$9,000 per year.

You will also have the opportunity to participate in a 401(k) retirement plan. BVP will match, dollar for dollar, any future contributions to your retirement plan up to 5% of your base salary, vested immediately.

Paid Time Off

- **Vacation:** You are eligible for 25 paid vacation days annually. In addition, your vacation will include the scheduled winter break, the Wednesday before and the Friday after Thanksgiving, Good Friday, as well as all State and Federal holidays scheduled throughout the school year when BVP is closed.
- **Pride Days:** You shall be entitled to Pride Days at the standard set for all BVP employees.

Regulatory Requirements

While employed by BVP, you will be expected to comply with all laws as well as employment rules and procedures, including:

- You must complete all BVP employee paperwork.
- You must possess a valid Rhode Island Principal's Certification prior to the commencement of employment.
- In compliance with the Immigration Reform and Control Act, you will be required to provide documented evidence of identify and eligibility to work in the United States.
- Your employment offer is contingent upon the completion of the required criminal background clearance process, and failure to do so will render this offer letter null and void in its entirety.

Employment Relationship

By signing below, you acknowledge and understand that your employment with the Charter School is governed by the terms of this Agreement. Your BVP employment may be terminated by either you or BVP, with or without cause at any time. In the event you are terminated by BVP without cause, during the term of this Employment Agreement, BVP will remit to you a one-time payment, subject to applicable payroll taxes and withholdings in accordance with state and federal law, of ONE HUNDRED TWENTY-FIVE THOUSAND and 00/100 (\$125,000) and provide you, at the sole cost of BVP, with the same family medical coverage in effect at the time of your termination for twelve (12) months. In the event you are terminated for cause, all compensation and benefits will cease on the date of your termination. As used herein, "for cause" means for reasons related to criminal or unethical conduct detrimental to BVP or its scholars.

By signing below, you also agree to waive all rights under the School Administrators Rights Act (R.I. Gen-Laws § 16-12.1-1, et seq.). You hereby acknowledge that the School Administrators

Rights Act does not apply to the Charter School by virtue of its state issued charter. You agree not to invoke the School Administrators Rights Act in any litigation that may arise between you and the Charter School.

If you decide to accept the terms of this offer letter with the Charter School, please sign below indicating your acceptance. This offer letter will expire at 4:00 p.m. on November __, 2017

Sincerely,

James Diosa, Chairman of the Board of Directors

I hereby accept the terms of this offer:

Employee Name:

Signature: _____

Date: _____

**Jeremy Chiappetta,
Chief Executive Officer**

Signature: _____

Date: _____

**James Diosa,
Chairman of the Board of Directors**

