

**American Indian Model Schools
Employment Agreement
Superintendent Contract**

This Employment Agreement ("Agreement") is intended to set forth the terms and conditions of the employment of Maya Woods-Cadiz (the Superintendent) as the Superintendent of American Indian Model Schools ("AIMS").

1. TERM.

This agreement shall become effective on July 1, 2018 and shall terminate on June 30, 2021. The Superintendent position is a full-time position exempt from overtime law.

2. RENEWAL.

Should the Superintendent receive a satisfactory evaluation pursuant to this Agreement, this Agreement will be extended for an additional year, so long as the term of the Agreement does not at any time exceed 4 years

3. DUTIES AND RESPONSIBILITIES OF SUPERINTENDENT.

1. The Superintendent is the chief executive officer and educational leader of AIMS and is responsible for carrying out the educational, managerial and administrative responsibilities for the care and maintenance of AIMS. The Superintendent shall administer AIMS in accordance with the AIMS Board's policies and State and federal laws as they exist or may hereafter be enacted or amended. The Superintendent shall perform those duties, which are required by state law, prescribed by the Board or as necessary for the efficient and effective management of **AIMS**. Superintendent shall have the responsibility of organizing, reorganizing, and arranging the administrative and supervisory staff that in Superintendent's judgment would best serve **AIMS**, and determine all personnel matters, including, without implied limitation, selection, assignment, and transfer of employees. Specifically, the duties of the Superintendent shall include:
 - a. reporting directly to the AIMS Board of Directors;
 - b. directing the day-to-day administration of AIMS;
 - c. planning, implementing and evaluation programs regarding the organizational, operational, fiscal and educational functions of the AIMS;
 - d. instituting reforms and systemic changes, such as curriculum and program offerings, as the Superintendent finds necessary in order to affect positive change at AIMS;
 - e. developing and implementing a program of professional development that the Superintendent finds necessary and expedient in order to affect positive changes at AIMS.

- f. directing staff in ensuring parental involvement in the development and implementation of AIMS policies;
- g. recommending policies to the Board and reasonably interpreting and implementing policies adopted by the Board;
- h. organizing departments and assigning employees of AIMS;
- i. developing and implementing administrative regulations that the Superintendent deems necessary for the efficient and effective operation of the school system and that are consistent with the Board's policies, and state and federal law;
- j. making employment decisions concerning the employees of AIMS, specifically, superintendent will have authority to hire, fire, promote, demote, and/or transfer any and all AIMS employees, except that the Superintendent must not take any action to demote, transfer or fire a Head of School without prior notice and approval by the AIMS Board of Directors;
- k. directing, assigning, transferring, evaluating and dismissing all the employees of AIMS consistent with the Board's policies, and state and federal law;
- l. accepting all resignations of employees of AIMS;
- m. assuming responsibility for the overall financial planning of AIMS, including preparation of the annual budget and the submission of the budget to the Board for review and approval;
- n. attending and participating in discussion in regular, special and executive session of the Board;
- o. making recommendations on items of business for Board meetings as the Superintendent deems necessary for the efficient and effective operation of AIMS; and
- p. establishing and implementing a process, including a means and time parameters for keeping the Board up-to-date on developments, initiatives and issues in **AIMS**.
- q. writing grant applications for AIMS, when possible.

3.2 As a minimum performance requirement, the work schedule for Superintendent shall be Monday through Friday. As this position is a senior level position, it is the expectation of the AIMS Board of Directors 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 AIMS Board of Directors that actual hours worked will likely exceed the above referenced minimum performance requirement. As this position is exempt from overtime, additional duties of the Superintendent may need to be performed outside of the daily work schedule. Superintendent will have opportunities to be compensated for excellent performance and additional efforts via performance bonuses, as referenced in Section 5.2 herein. Each year of this contract the board by majority vote will determine where excellent performance and additional efforts by the Superintendent has occurred and will award a bonus as appropriate.

3.3 This is an Agreement for the performances of duties as Superintendent by the Superintendent who shall not be assigned to any other position, and who shall not have her duties reassigned without her consent.

4. BOARD/SUPERINTENDENT COMMUNICATIONS.

4.1 The AIMS Board of Directors and the Superintendent agree that they shall work with each other in the spirit of cooperation and teamwork and shall provide each other periodic opportunities to discuss Board/Superintendent relationships and communications. By August

I, 2018, and periodically thereafter, the Board and Superintendent shall meet to discuss how they will work communicate and work cooperatively together and a written plan shall be drafted.

4.2 The AIMS Board of Directors including the Board President will only give direction to the Superintendent concerning the management of AIMS or the solution of specific problems (including personnel complaints or other communications concerning the administration of AIMS) by way of majority Board action at duly noticed public meetings, or through duly-formed committees established by the AIMS Board of Directors. The Superintendent shall share with the Board in a monthly report criticisms, complaints and suggestions concerning AIMS that may come to her attention.

4.3 The AIMS Board of Directors including the Board President shall in a timely manner give written notice of any concerns brought to his/ her attention to the Superintendent, and allow time for the Superintendent to investigate and resolve the concern. A report will be given by the Superintendent to the board at a duly noticed public meeting, or through duly-formed committee established by the AIMS Board of Directors

5. SALARY AND BENEFITS.

5.1 The annual base salary of the Superintendent shall be \$165,000 payable in bi-monthly installments. The Superintendent's salary may be increased at any time by the AIMS Board. Salary increase will at minimum be proposed and voted on annually by the AIMS Board of Directors, in an amount to be determined by the AIMS Board of Directors.

5.2 The Superintendent may be given performance bonuses at any time by the AIMS Board of Directors, in amounts to be determined by the AIMS Board of Directors. The sum of Superintendent's performance bonuses in any given year shall never exceed twenty percent (20%) of Superintendent's base annual salary. Performance bonuses shall, in most cases, be linked to annual Board evaluations. For the 2018-2019 year, and each year after, the Superintendent shall be entitled to earn up to an additional \$20,000 in bonuses. Bonuses will be divided into four quarterly payments and will be tied to specific performance goals established by the Board. The performance goals are specified in the Superintendent's evaluation.

5.3 The Superintendent, in her role as lead administrator and grant-writer for AIMS, shall receive a grant bonus for each grant that she writes and receives on behalf of AIMS. Superintendent's grant bonus shall be in an amount equal to five percent (5%) of the net grant amount received, to the extent permissible under federal and state law, and to the extent permissible under the terms of the grants, in an amount not to exceed three thousand dollars (\$3,000) per grant. To the extent applicable, and to the extent permissible under federal and state law, and to the extent permissible under the terms of the grants, Superintendent shall also be entitled to a grant bonus in an amount equal to two percent (2%) of the net grant amount received for each additional year a grant is maintained, but only to the extent additional grant-revisions or maintenance is needed in order to maintain the grant, in an amount not to exceed

three thousand dollars (\$3,000) per grant. This is based upon an increase in responsibilities and involving administration and oversight of the grant as long as it is compliant with the terms of the grant. 5.4 The annual base salary stated in this may not be reduced during the term of this Agreement. 5.5 The Superintendent, Superintendent's Spouse and Superintendent's dependents shall be entitled to paid coverage under AIMS health, vision, and dental insurance plans, except that the Superintendent shall pay all co-pays required by health care providers.

5.6 AIMS shall pay the employer portion of the contribution to CalSTRS ("California State Teachers Retirement System") or CPERS ("California Public Employees System"), at the Superintendent's option.

5.7 In addition to the benefits provided in this Agreement, AIMS will provide the Superintendent the same benefits provided to administrators.

6. LEAVE.

6.1 Vacation Leave. The Superintendent shall render services in accordance with AIMS standard work year for administrators and she shall be entitled to the same holidays as are provided for administrators of AIMS. In addition, the Superintendent shall be entitled to fifteen (15) annual vacation days with pay.

The Superintendent is encouraged to take all vacation days during the year in which such days are earned. To the extent practicable, the Superintendent shall provide the Board President with reasonable advance notice of any planned use of vacation days before any vacation is taken. Upon termination or expiration of this Agreement, the Superintendent shall be entitled to receive payment for any accrued and unused vacation days equal to the number of accrued but unused vacation days multiplied by her then daily rate of pay, subject to the limitations on the accrual of vacation days set forth in this paragraph. The Superintendent's daily rate of pay is the Superintendent's then-current annual salary divided by 221.

NOTE: The determination of workdays is based on the following formula:

Days in Year	365
Minus	104 weekend days
Equals	261 possible work days
Minus	25 paid holidays
Equals	236 possible work days
Minus	15 vacation days
Equals	221 Work Days

6.2 Sick Leave. In satisfaction of the California Healthy Workplaces, Healthy Families Act, Employee will be allotted twelve days (96 hours) of PSL per year beginning immediately upon the effective date of this Agreement. PSL days are not accrued on an as-worked basis but rather are allotted to the eligible employees on July 1 for use during the Term of the Agreement. Returning employees may use PSL immediately. If the Superintendent does not utilize the total amount of accrued sick leave authorized during any year, she may carry over the unused time to sick leave in the subsequent year.

6.3 Holidays. The Superintendent shall take holiday days according to the requirements of the position as well as the calendar of holidays observed by AIMS annually.

6.4 Other Leave. The Superintendent shall be entitled to all other leave, including personal leave, provided to administrators, as stated in AIMS' written policies.

7. TRAVEL EXPENSES.

AIMS will pay the cost of parking expenses, including garage fees, meter, and tolls, in accordance with AIMS' Vehicle Policy. The Superintendent shall receive a monthly stipend of \$600.00 for vehicle expenses. AIMS shall pay for the necessary insurance, gas and oil, maintenance and upkeep for the AIMS automobile. The Superintendent shall be reimbursed for all reasonable, actual and necessary expenses incurred in the course and scope of executing her professional responsibilities for AIMS, including reasonable expenses for travel. All requests for reimbursement shall comply fully with AIMS' rules and requirements relating to expense reimbursements.

8. TECHNOLOGY SUPPORT.

AIMS shall provide the Superintendent with appropriate technology that will assist the Superintendent in the performance of her duties and responsibilities in office use. This shall include a smartphone, tablet, laptop, facsimile/printer, Internet access and computer. AIMS shall own this technology, and AIMS shall be billed directly for the expenses incurred for use by the Superintendent.

Upon termination of this Agreement, the services for the technology will be canceled and the Superintendent shall return all AIMS equipment to AIMS by no later than ten (10) days after the effective date of termination.

9. PROFESSIONAL ACTIVITIES.

The Superintendent may engage in outside professional activities, including writing, consulting, and lecturing, with or without honorarium, as long as such activities do not interfere with the performance of her duties as Superintendent.

10. BUSINESS EXPENSES.

AIMS shall pay for or reimburse the Superintendent for reasonable and necessary expenses incurred by the Superintendent in the course of AIMS business in accordance with AIMS policies, such as AIMS' reimbursement policy and AIMS' procurement policy.

11. PROFESSIONAL GROWTH AND DEVELOPMENT.

AIMS shall pay the Superintendent's membership dues and reasonable related expenses to belong to a number of relevant professional organizations, including the California Charter Schools Association ("CCSA,") and the Association of California School Administrators (ACSA). In addition, the Superintendent shall continue her professional development by attending pertinent professional meetings at the local, state and national level and by participating in other relevant

learning experiences. AIMS shall pay or reimburse reasonable expenses associated with such meetings. AIMS also shall pay the annual membership dues and related expenses for the Superintendent to be a member of civic and community organizations as determined and communicated to the AIMS Board of Directors.

12. EVALUATION.

12.1 No later than August, 2018, the Board shall establish, in consultation with the Superintendent, the 2018-19 Superintendent's Work Plan and the performance goals for the 2018-19 school year and the Board and Superintendent shall agree on the evaluation form for the 2018-19 school year. The Work Plan and performance goals shall be reduced to writing. The Board shall complete the Superintendent's 2018-19 evaluation no later than May 30, 2018. After the initial term of the Agreement, no later than May 30th of each subsequent year, the Board and the Superintendent shall jointly establish the Superintendent's Work Plan for the following school year, the performance goals and shall agree on the evaluation form to be used. The Board shall complete the Superintendent's evaluation no later than May 15th of each year. By May 30th of each year of this Agreement, the Board shall provide the Superintendent a copy of the completed evaluation. The Superintendent shall have the right to respond to the Board's written evaluation orally or in writing

12.2 If the Board concludes that the Superintendent's performance is unsatisfactory, the Board shall identify in writing specific areas where improvement is required, provide written recommendations for improvement, and notify the Superintendent that another evaluation will be conducted within six months. Such written recommendations and specifications for improvement shall be provided within 30 days of the date of the evaluation.

12.3 An evaluation shall be deemed to be "satisfactory" if a majority of Board members have rated the Superintendent's performance as satisfactory in individual evaluations prepared by such Board members.

12.4 The Board and the Superintendent shall agree upon a written evaluation format which shall be used during the Term.

12.5 No later than January 31 of each year of this Agreement, the Board and the Superintendent shall meet to discuss and review the Superintendent's progress in meeting the agreed-upon goals.

12.6 No later than May 1 of each year of this Agreement, the Superintendent, prior to her evaluation, shall provide the Board a written self-Evaluation of her accomplishments and progress toward meeting the agreed-upon goals. After the Board receives the Superintendent's self-evaluation, the Board and the Superintendent shall meet no later than May 15 of each year of this Agreement to discuss the Superintendent's self-evaluation.

12.7 The Board, unless otherwise agreed to in writing with the Superintendent, shall maintain confidentiality concerning the contents of any evaluation.

13. TERMINATION.

This Agreement may be terminated by the following:

13.1 Death of the Superintendent.

13.2 By the Board without cause.

13.2.1 The Board, in its discretion, may elect to terminate this Agreement without cause upon sixty (60) days written notice to the Superintendent. Prior to exercising this option, the Board shall provide the Superintendent with an opportunity to meet with the Board to discuss its intentions. However, no cause need be alleged or demonstrated by the Board.

13.2.2 In the event the Board exercises this option, AIMS shall pay the Superintendent severance pay in an amount equal to Superintendent's monthly salary times the number of months remaining under the Agreement as of the date of termination, or an amount equal to twelve (12) months' salary, whichever is less, as provided by Government Code section 53260. In the event of termination under this section, Superintendent shall also be entitled to receive any accrued, but unpaid benefits to which she is entitled pursuant to this Agreement.

13.2.3 In addition, in the event of such termination, AIMS will maintain in effect the Superintendent's health benefits for the number of months remaining under the Agreement as of the date of termination, or for a period of twelve (12) months, whichever is less, as provided by Government Code section 53261. In any event, health benefits provided under this section shall cease and terminate immediately upon the Superintendent's attainment of full-time employment. The Board and the Superintendent agree that no duty is hereby imposed upon the Superintendent to seek full-time employment following termination of this Employment Contract as provided in this paragraph. Notwithstanding this paragraph, the Superintendent shall retain any rights she has to continue receiving benefits under the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) or any other applicable federal or state law.

13.2.4 The severance pays and accrued and unpaid benefits specified above will be paid by

AIMS to Superintendent in equal monthly installments until the last month remaining under this Agreement.

13.3 By the Board for cause.

13.3.1 The Board may elect to terminate this Agreement for cause upon sixty (60) days written notice to the Superintendent. Grounds for termination for cause shall include, the following:

- (a) Performance of any action which is inconsistent with AIMS' Board written policies.
- (b) Engagement in fiscal or financial mismanagement of AIMS, which conduct leads to revocation under Education Code section 47607.
- (c) Commission of a material violation of the any of the conditions, standards, or procedures set forth in the AIMS charters, which, if committed, leads to revocation under Education Code section 47607
- (d) Revocation or failure to renew all of the AIMS charters.

(g) Conduct enumerated in Section 44932 of the California Education Code.

13.3.2 Dismissal for cause shall be effective upon action taken by majority vote of the Board at a closed session of the Board. With the exception of any salary and benefits accrued prior to Board action, all salary and benefits provided for in this Agreement shall cease upon said action by the Board. Salary and benefits earned or accrued prior to Board action shall be paid to the Superintendent within thirty (30) days of Board action.

13.3.3 Prior to any Board action, the Board shall provide the Superintendent notice in writing of possible termination for cause, including reasons for proposed termination for cause, at least thirty (45) days prior to the Board meeting to discuss and take possible action to terminate the Superintendent for cause. The Superintendent shall have the opportunity to appear before the Board with her counsel and to present evidence at the meeting to discuss and take possible action to terminate the Superintendent for cause. Within five days of the Board's decision to terminate the Superintendent, the Board shall provide the Superintendent a written decision, including reasons, for terminating the Superintendent for cause.

13.4 By the Superintendent at any time during this Agreement by providing the Board with thirty (30) days written notice. In the event the Superintendent exercises her option to terminate this Agreement, AIMS shall have no obligation to pay any severance amount unless the parties otherwise agree in writing.

13.5 By mutual agreement between the Board and the Superintendent at any time. In the event the parties mutually agree to terminate this Agreement, AIMS shall have no obligation to pay any severance amount unless the parties otherwise agree in writing.

13.6 If all of the AIMS charters are either revoked or not renewed, this Agreement shall automatically terminate upon the effective date of the revocation/nonrenewal of the charters, and without the need for any of the processes outlined in Section 13 above.

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14. Fingerprinting CLEARANCE.

Fingerprint clearance for the Superintendent will be acquired through submitting the Superintendent's fingerprints to the California Department of Justice. The Superintendent will be required to assume the cost of all fees related to the fingerprinting process and will be required to submit evidence from a licensed physician that she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

15. CHILD ABUSE AND NEGLECT REPORTING.

Superintendent understands and acknowledges that Superintendent is a mandated reporter as defined by California Penal Code section 11165.7. As a mandated reporter, Superintendent is responsible to report to an appropriate agency whenever Superintendent, in her professional capacity or within the scope of her employment, has knowledge of or observes a child whom Superintendent knows or reasonably suspects to have been the victim of child abuse or neglect. Superintendent understands and acknowledges that she must follow up on her initial report by filing a written report with the same agency within 36 hours of receiving the information concerning, or observing, the incident. Superintendent understands and acknowledges that, as a mandated reporter, her identity shall be confidential and shall be disclosed only as provided in California Penal Code section 11167(d). Superintendent further understands that her identity will not be disclosed to AIMS without her consent or a court order. Superintendent acknowledges that AIMS has provided her with copies of California Penal Code sections 11165.7, 11166 and 11167.

16. CONFIDENTIALITY/CONFLICTS OF INTEREST.

The Superintendent understands that, while employed at AIMS, she will have access to confidential and proprietary information related to AIMS, its students and families. Superintendent will employ commercially reasonable and appropriate safeguards to ensure that this data is appropriately safeguarded. In addition, Superintendent shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship with any other agency or school or other enterprise that will in any way conflict with his/her employment and responsibilities with AIMS without prior consent of the Board.

17. CONFIDENTIAL INFORMATION.

17.1 All confidential information of AIMS that Superintendent has knowledge of or access to shall be the exclusive property of AIMS both during and after Superintendent's employment. Superintendent shall not, directly or indirectly, disclose or use any confidential information other than for the sole benefit of AIMS, either during Superintendent's employment or at any other time thereafter, without the prior written consent of AIMS, except to the extent that such use or disclosure is made by reason of Superintendent's job responsibilities.

17.2 Superintendent shall not take any confidential information that is in written form, computerized, machine readable, model, sample, or other form capable of physical delivery, upon or after termination of Superintendent's employment with AIMS without the prior written consent of AIMS. Upon the termination of Superintendent's employment with AIMS, Superintendent shall deliver promptly and return to AIMS all such materials, along with all other School property in the Superintendent's possession, custody, or control.

17.3 For the purposes of this section, "confidential information" shall mean all information, data, or knowledge regarding AIMS, its operations, employees, students, parents, contractors, or vendors not known generally to the public, including, but not limited to, research and development, trade secrets, existing or proposed computer or education programs, purchases, sales, student identifying information, financial and marketing information, mailing lists, whether electronic or hard copy, social media websites and contacts acquired through employment at AIMS, lesson plans, business plans, fundraising strategies, or benefits information.

18. APPLICABLE LAWS.

This Agreement is subject to all applicable laws and regulations of the State of California, to the rules and regulations of the State Board of Education as applicable to charter schools, except as otherwise stated herein. Said applicable laws, rules, regulations and policies are hereby made part of the terms and conditions of this Agreement as though fully set forth herein.

19. MEDIATION.

Before filing a lawsuit in respect of a dispute under this Agreement, a party claiming to be aggrieved ("aggrieved party") must first notify the other party ("other party") of its claim and initiate mediation under the mediation rules of the Judicial Arbitration and Mediation Service ("JAMS") unless the parties within thirty (30) days of the aggrieved party's notice agree upon a neutral mediator and a timetable for the mediation. If the parties cannot so agree, the mediation will be initiated by the aggrieved party and conducted by JAMS and each party will use its best efforts to mediate the dispute as expeditiously as possible. Unless (a) such mediation has been unsuccessful in resolving the dispute or (b) the other party has unreasonably delayed the mediation, the aggrieved party cannot file a lawsuit in respect of the dispute. The costs of mediation shall be borne by AIMS, including disputes regarding severance pay.

20. ENTIRE AGREEMENT.

It is expressly understood by both parties that any previous letter, email, or any other communication, whether oral or in writing, between the parties is null and void and of no legal force or effect. This Agreement constitutes the full and complete understanding between the parties hereto, and its terms can be changed or modified only in writing, signed by all parties or their successors in interest to this Agreement.

21. SEVERABILITY.

If during the term of this Agreement it is found that a specific clause of the Agreement is illegal under federal or state law, the remainder of the Agreement not affected by such a ruling shall remain in full force and effect.

22. NOTICES.

Any notice required or permitted under this Agreement will be in writing and deemed to have been duly given on the date of service if served personally, or on the third day after mailing if mailed, first class postage prepaid, return receipt requested, and addressed to the addressee at the

address stated opposite her name below, or at the most recent address specified by written notice given to the sender by the addressee under this provision.

If at any time during the term of this Agreement the Superintendent knowingly becomes a finalist for the position of Superintendent (or similar position) of a school district or other charter school, or a finalist for the position of Executive Director at another charter school, the Superintendent shall notify the Board President. If the Superintendent fails to inform the Board President, such failure will be deemed to constitute a material breach of this Agreement and the Board may then terminate this Agreement for cause in accordance with this Agreement.

23. EXECUTION OF COUNTERPARTS.

This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.

24. INDEMNIFICATION OF SUPERINTENDENT.

In accordance with the provisions of California Government Code Section 995, the Board shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in her individual capacity that are related to her employment as Superintendent of AIMS, or in her official capacity as agent and employee of AIMS, provided the incident giving rise to any such demand, claim, suit, action or legal proceeding arose while the Superintendent was acting within the scope and course of her employment; and provided further, that such liability coverage is within the authority of AIMS to provide under California law. AIMS shall provide indemnity from liability as set forth above for all claims made and occurrences throughout the term of this Contract and any extensions thereof and after her employment with AIMS ends. In no case will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

If, in the opinion of legal counsel to AIMS or counsel to the insurance carrier to AIMS, a conflict exists with regards to providing a defense to Superintendent under AIMS insurance policy and the insurance carrier and/or AIMS does not provide and assign separate counsel to represent Superintendent, then Superintendent may engage separate legal counsel for which AIMS shall indemnify Superintendent for costs and legal fees to such items for which AIMS has agreed to provide indemnification as stated above. Those costs and legal fees shall not exceed reasonable rates and amounts, provided that such legal costs and fees are not recoverable by Superintendent under any other insurance or professional association membership.

25. SAFETY

In the event of public controversy or threats, if the Board or the Superintendent deems it necessary, the Board will at AIMS expense provide appropriate security measures for the safety of the Superintendent and Superintendent's family.

26. WAIVERS.

No delay or omission on the part of either party in exercising any rights under this Agreement constitutes a waiver of the right or of any other right. A waiver or estoppel found in one instance

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does not constitute a waiver or estoppel in another instance, whether the circumstances are the same or different.

27. ACCEPTANCE OF EMPLOYMENT

By signing below, the Superintendent declares as follows:

- a. I have read this Agreement and accept employment with AIMS on the terms specified herein.
- b. All information I have provided to AIMS related to my employment and qualifications is true and accurate.
- c. California Penal Code sections 11165.7, 111 66. and 11167 are enclosed.
- d. This is the entire agreement between **AIMS** and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

SUPERINTENDENT

Date:

GOVERNING BOARD OF AND ON BEHALF OF AMERICAN INDIAN MODEL SCHOOLS

AIMS Board President

Date: _ _ _ _ _

