



American Indian Model Schools

171 12th Street 3rd Floor
Oakland, CA 94607

TO: Certificated Teachers
FROM: Robert Mayfield, Director, Human Resources
SUBJECT: Salary Placement for 2018-19
DATE: April 24, 2018

Please see below your salary placement for 2018-19. You will move salary step forward from your 2017-18 salary placement. Should you have any questions, please don't hesitate to contact the Human Resources Office.

Daphne Ruff

2017-18 Annual Salary -	\$55,850.00
2018-19 Annual Salary -	\$56,688.00
2018-19 Extended Year Salary -	\$4,177.00

C: Maya Woods-Cadiz, Superintendent

Daphne Ruff
4/27/18

FIXED TERM EMPLOYMENT AGREEMENT [CERTIFICATED]

**Between
American Indian Model Schools
and
Daphne Ruff**

This 2018-19 Fixed Term EMPLOYMENT AGREEMENT – Certificated is entered into effective July 1, 2018 between American Indian Model Schools (AIMS or Charter School) and *Daphne Ruff* (EMPLOYEE).

1. **TERM:** The term of this AGREEMENT shall commence on July 1, 2018, and shall end on June 30, 2019.
2. **TERMS OF 2017-18 AGREEMENT OTHERWISE UNCHANGED:** Except as set forth above as to the TERM of this AGREEMENT, all terms and conditions of the 2017-18 Fixed Term Employment Agreement, attached hereto in full, are incorporated herein by this reference without change.
3. **COLLECTIVE BARGAINING:** Terms and conditions of employment, for the bargaining unit of which EMPLOYEE is a member, are currently under negotiation between AIMS and Teachers of American Indian Model Schools (TAIMS/CTA/NEA), pursuant to the California Educational Employment Relations Act. Accordingly, the terms of this 2018-19 Employment Agreement are subject to change by the bargaining process between AIMS and TAIMS.

By signing below, the EMPLOYEE declares as follows:

- a. I have read this AGREEMENT and accept employment with the Charter School on the terms specified herein.
- b. All information I have provided to the Charter School related to my employment is true and accurate.
- c. This is the entire AGREEMENT between the Charter School and myself 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.

Employee Signature: Daphne Ruff Date: 4/27/18
Address: 1521 Magnolia Street, Oakland CA
Telephone: (510) 306-4289 94607

CHARTER SCHOOL APPROVAL:

Date:
Signature of AIMS Board

Date:
Superintendent of AIMS

Attachment: 2017-18 Fixed Term Employment Agreement

**American Indian Model Schools
Employment Agreement
[Extended Year] 2018**

This 2018 Employment Agreement – Extended Year is entered into effective July 1, 2018 between American Indian Model Schools (AIMS or Charter School) and *Daphne Ruff* (EMPLOYEE).

1. **WORK PERIOD:** The work to be performed and payment under this 2018 Employment Agreement – Extended Year shall be during August 2018 instead of August 2017. (Paragraph 3.a of the attached.)
2. **TERMS OF 2017 Employment Agreement – Extended Year OTHERWISE UNCHANGED:** Except as set forth above as to the Work Period of this 2018 Employment Agreement – Extended Year, all terms and conditions of the 2017 Employment Agreement – Extended Year, attached hereto in full, are incorporated herein by this reference without change.
3. **COLLECTIVE BARGAINING:** Terms and conditions of employment, for the bargaining unit of which EMPLOYEE is a member, are currently under negotiation between AIMS and Teachers of American Indian Model Schools (TAIMS/CTA/NEA), pursuant to the California Educational Employment Relations Act. Accordingly, the terms of this 2018 Employment Agreement – Extended Year are subject to change by the bargaining process between AIMS and TAIMS.

Employee Signature: Daphne Ruff Date: 4/27/18
Address: 1521 Magnolia St Oakland CA 94607
Telephone: (510) 306-4287

CHARTER SCHOOL APPROVAL:

Date:
Signature of AIMS Board

Date:
Superintendent of AIMS

Attachment: Employment Agreement – Extended Year 2017