



June 10, 2020

Dear Mildred Cunningham,

On behalf of TEACH Public Schools we are pleased to offer you the following updated terms of employment as Executive Director at TEACH Public Schools Home Office effective July 1, 2020. The terms of your position with TEACH Public Schools Home Office are set forth below:

1. Work Schedule.

Workdays and hours shall be consistent with the applicable calendar of workdays and hours for this position.

Initial _____

2. Compensation and Benefits.

Your base salary will be \$1823.11 per pay period, less payroll deductions and all required withholdings including STRS or PERS. You will be paid semi-monthly on the TEACH Public Schools Home Office regularly scheduled pay dates. For employees beginning employment after the start of the scheduled work year, the salary shall be pro-rated dependent upon the start date.

In addition, you will be eligible for the following standard TEACH Public Schools Home Office benefits: life, health, dental, and vision coverage for employees; and you will be able to participate in the TEACH Public Schools Home Office 403 (b) plan. Additionally, you will be able to participate in the TEACH Public Schools Home Office 457 3% match plan. Additionally, you may be eligible for vacation and sick leave per year. Sick leave may be cashed out at the end of the school year at the rate of \$22 per hour. Additional details about these and further benefits are provided in the Employee Handbook. Additionally, you will be eligible for a 2.5% bonus each semester TEACH Public Schools Home Office meets or exceeds its budgeted ADA. Furthermore, fully credentialed Math & Science teachers will received a \$1,000 bonus each semester. Bonuses will be paid out in December & June if applicable. Base salary offer and bonus are contingent upon board approval.

Initial _____

Initial _____

3. At-Will Employment.

In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any TEACH Public Schools Home Office representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will be free to terminate your employment with the TEACH Public Schools Home Office at any time, with or without cause or advance notice. Likewise, TEACH Public Schools Home Office will have the right to terminate



your employment at any time, with or without cause or advance notice. By accepting the role of **Executive Director** you confirm you understand and agree, that this at-will relationship cannot be changed or retracted, either orally or in writing, or by any policy or conduct, unless you receive a document expressly stating that your employment is no longer at-will, which is signed both by you and the Executive Director and approved by the TEACH Public Schools Board of Directors.

Initial _____

4. Additional Information.

I understand that I am required to attend all in-person professional development trainings and/or meetings.

This letter and the Employee Handbook, contain all of the terms of your employment with TEACH Public Schools Home Office and supersede any prior understandings or agreements, whether oral or written, between you and TEACH Public Schools Home Office. This letter may not be amended or modified except by an express written agreement signed by you, the Superintendent of TEACH Public Schools and the TEACH Public Schools Chief Financial Officer.

Initial _____

Upon acceptance of this offer of at-will employment, please sign and return to me.

Dr. Raul Carranza
Superintendent, TEACH Public Schools

Date

Matt Brown
Chief Financial Officer, TEACH Public Schools

Date

Mildred Cunningham

Date



June 8, 2020

Dear Matthew Brown,

On behalf of TEACH Public Schools we are pleased to offer you the following updated terms of employment as COO/CFO at TEACH Public Schools Home Office effective July 1, 2020. The terms of your position with TEACH Public Schools Home Office are set forth below:

1. Work Schedule.

Workdays and hours shall be consistent with the applicable calendar of workdays and hours for this position.

Initial_____

2. Compensation and Benefits.

Your base salary will be **\$5,953.79** per pay period, less payroll deductions and all required withholdings including STRS or PERS. You will be paid semi-monthly on the TEACH Public Schools Home Office regularly scheduled pay dates. For employees beginning employment after the start of the scheduled work year, the salary shall be pro-rated dependent upon the start date.

In addition, you will be eligible for the following standard TEACH Public Schools Home Office benefits: life, health, dental, and vision coverage for employees; and you will be able to participate in the TEACH Public Schools Home Office 403 (b) plan. Additionally, you will be able to participate in the TEACH Public Schools Home Office 457 3% match plan. Additionally, you may be eligible for vacation and sick leave per year. Sick leave may be cashed out at the end of the school year at the rate of \$22 per hour. Additional details about these and further benefits are provided in the Employee Handbook. Additionally, you will be eligible for a 2.5% bonus each semester TEACH Public Schools Home Office meets or exceeds its budgeted ADA. Furthermore, fully credentialed Math & Science teachers will received a \$1,000 bonus each semester. Bonuses will be paid out in December & June if applicable. Base salary offer and bonus are contingent upon board approval.

Initial_____

Initial_____

3. At-Will Employment.

In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any TEACH Public Schools Home Office representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will be free to terminate your employment with the TEACH Public Schools Home Office at any time, with or without cause or advance notice. Likewise, TEACH Public Schools Home Office will have the right to terminate



you confirm you understand and agree, that this at-will relationship cannot be changed or retracted, either orally or in writing, or by any policy or conduct, unless you receive a document expressly stating that your employment is no longer at-will, which is signed both by you and the Executive Director and approved by the TEACH Public Schools Board of Directors.

Initial _____

4. Additional Information.

I understand that I am required to attend all in-person professional development trainings and/or meetings.

This letter and the Employee Handbook, contain all of the terms of your employment with TEACH Public Schools Home Office and supersede any prior understandings or agreements, whether oral or written, between you and TEACH Public Schools Home Office. This letter may not be amended or modified except by an express written agreement signed by you, the Superintendent of TEACH Public Schools and the TEACH Public Schools Chief Financial Officer.

Initial _____

Upon acceptance of this offer of at-will employment, please sign and return to me.

Dr. Raul Carranza
Superintendent, TEACH Public Schools

Date

Matt Brown
Chief Financial Officer, TEACH Public Schools

Date

Matthew Brown

Date



June 8, 2020

Dear Raul Carranza,

On behalf of TEACH Public Schools we are pleased to offer you the following updated terms of employment as Superintendent at TEACH Public Schools Home Office effective July 1, 2020. The terms of your position with TEACH Public Schools Home Office are set forth below:

1. Work Schedule.

Workdays and hours shall be consistent with the applicable calendar of workdays and hours for this position.

Initial _____

2. Compensation and Benefits.

Your base salary will be **\$6,804.25** per pay period, less payroll deductions and all required withholdings including STRS or PERS. You will be paid semi-monthly on the TEACH Public Schools Home Office regularly scheduled pay dates. For employees beginning employment after the start of the scheduled work year, the salary shall be pro-rated dependent upon the start date.

In addition, you will be eligible for the following standard TEACH Public Schools Home Office benefits: life, health, dental, and vision coverage for employees; and you will be able to participate in the TEACH Public Schools Home Office 403 (b) plan. Additionally, you will be able to participate in the TEACH Public Schools Home Office 457 3% match plan. Additionally, you may be eligible for vacation and sick leave per year. Sick leave may be cashed out at the end of the school year at the rate of \$22 per hour. Additional details about these and further benefits are provided in the Employee Handbook. Additionally, you will be eligible for a 2.5% bonus each semester TEACH Public Schools Home Office meets or exceeds its budgeted ADA. Furthermore, fully credentialed Math & Science teachers will received a \$1,000 bonus each semester. Bonuses will be paid out in December & June if applicable. Base salary offer and bonus are contingent upon board approval.

Initial _____

Initial _____

3. At-Will Employment.

In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any TEACH Public Schools Home Office representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will be free to terminate your employment with the TEACH Public Schools Home Office at any time, with or without cause or advance notice. Likewise, TEACH Public Schools Home Office will have the right to terminate



your employment at any time, with or without cause or advance notice. By accepting the role of **Superintendent** you confirm you understand and agree, that this at-will relationship cannot be changed or retracted, either orally or in writing, or by any policy or conduct, unless you receive a document expressly stating that your employment is no longer at-will, which is signed both by you and the Executive Director and approved by the TEACH Public Schools Board of Directors.

Initial _____

4. Additional Information.

I understand that I am required to attend all in-person professional development trainings and/or meetings.

This letter and the Employee Handbook, contain all of the terms of your employment with TEACH Public Schools Home Office and supersede any prior understandings or agreements, whether oral or written, between you and TEACH Public Schools Home Office. This letter may not be amended or modified except by an express written agreement signed by you, the Superintendent of TEACH Public Schools and the TEACH Public Schools Chief Financial Officer.

Initial _____

Upon acceptance of this offer of at-will employment, please sign and return to me.

Dr. Raul Carranza
Superintendent, TEACH Public Schools

Date

Matt Brown
Chief Financial Officer, TEACH Public Schools

Date

Raul Carranza

Date