

YOUR ACADEMY

CONTRACT OF EMPLOYMENT - POSITION OF TEACHER

WHEREAS, _____ **ACADEMY** is unique in that it is Roman Catholic and is committed to maintain in the framework of Catholic principles high educational standards; and,

WHEREAS, it is the policy of _____ Academy to employ highly qualified teachers who support the Catholic program in pursuit of such high educational standards;

_____ **ACADEMY** (hereinafter called the **SCHOOL**) and **Teacher Name** (hereinafter called the **TEACHER**) agree to the following conditions of employment.

1. The term of this agreement is August 15, 2002 until June 15, 2003.
2. The **TEACHER** agrees to serve the **SCHOOL** for the number of days in the official school calendar and to perform other duties assigned by the administrator; and to work cooperatively with the staff, faculty and administration of the **SCHOOL**.
3. The **TEACHER** shall devote a reasonable amount of out-of-class time to curriculum-development, to sponsoring student activities, and to other duties as assigned by the administrator.
4. It is further mutually agreed that the **SCHOOL** shall offer the **TEACHER** a new contract of employment for the ensuing year on or before April 1, 2003, unless the **SCHOOL** gives the **TEACHER** written notice of its intention not to re-employ the **TEACHER** on or before March 15, 2003.
5. The **TEACHER** may be suspended or discharged for good cause as shall be determined in the exclusive discretion of the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to: inadequacy of teaching, misconduct, neglect of duty, physical or mental incapacity, actions involving moral turpitude, violation of the terms of this agreement or _____ Academy policy, or any conduct not in keeping with the Catholic Faith or conduct tending to reflect discredit upon the school or tending to impair the **TEACHER'S** usefulness in his capacity as a teacher.
6. The **SCHOOL** employs the **TEACHER** as an employee of the **SCHOOL** at a salary and benefits in accordance with addendum #1. Salary payments shall begin August 31, 2002. They will continue on the 15th and last day of each month to the end of the employment year, June 15th
7. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the **TEACHER** and the **SCHOOL**. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. California law shall govern this agreement in its performance and interpretation.

AGREED:

(Signature of **TEACHER**)

(Date)

AGREED:

(Signature of **ADMINISTRATOR**)

(Date)

Addendum #1 To Contract
for
Teacher Name
Salary & Benefits – School Year 2001-2002

Salary: The **SCHOOL** employs the **TEACHER** at an annual salary of \$xx,xxx payable over ten months at the rate of \$x,xxx.xx per month.

Salary payments shall be made on the 15th and last day of the month beginning August 31, 2002. The final payment shall be June 15, 2003.

Benefits: The **SCHOOL** will provide group health and dental plans. The **SCHOOL** will contribute up to \$230.00 per month toward the premium of the health plan. The **TEACHER** will provide the remainder of the health plan premium for the coverage chosen by the **TEACHER**. The dental plan is available to the **TEACHER** only if he elects to receive the health plan benefit. The **SCHOOL** will contribute the entire dental plan premium for the **TEACHER** alone. The **TEACHER** will provide the remainder of the dental plan premium for the coverage chosen by the **TEACHER** if spouse or dependent coverage is elected.

The **SCHOOL** has a 401 (k) investment program which allows the **TEACHER** to invest in a retirement plan after an initial waiting period. The **SCHOOL** will match 50 cents to the dollar with a set limitation up to two thousand dollars.

The **SCHOOL** provides the attached list of holidays.

(Signature of **TEACHER**)

(Date)

(Signature of **ADMINISTRATOR**)

(Date)