Spectrum Charter School

Board of Trustees Policy 304.1

EMPLOYMENT CONTRACT POLICY

Professional employees and temporary professional employees must have an employment agreement that is in conformance with the Spectrum Charter School ("Charter School"). All employees of the Charter School shall be considered entirely at-will, and can be terminated at any time for any reason or no reason, unless expressly stated otherwise in a written employment agreement executed by the Board of Trustees.

The Board of Trustees ("Board") has the authority to prescribe employment conditions for the personnel of the Charter School. Willful misrepresentation of facts material to the employment and/or to the determination of salary level shall be considered cause for disciplinary action or dismissal of the employee.

It shall be the policy of this Charter School that all full time professional employees shall execute an employment agreement at the discretion of the Board of Trustees. The Board shall, by June 15, notify employees whether or not they will be offered employment for the next school year.

Employment agreements shall be executed for all other full and part time positions with the Charter School and shall terminate no later than June 30 of the then current school year. Unless expressly stated in an employment agreement executed by the Board of Trustees, employment with the Charter School shall be considered entirely at-will.

In compliance with applicable law and the terms of any employment agreement, the Board reserves the right to terminate the employment of any full time employee for any reason it deems appropriate at any time.

Employees working subject to an employment agreement must give a thirty (30) day notice of termination of employment whenever possible. Failure to provide such notice can result in Board action that can include immediate termination of benefits and deduction of professional development costs from rollover pay.

Certified professional employees shall maintain valid certification during the term of their employment in accordance with state and federal requirements.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.

Approved this day 20 of May, 2020

Reapproved this day 15th of September, 2026

President

Secretary