

UNCHARTED SHORES ACADEMY EMPLOYMENT AGREEMENT

Uncharted Shores Academy

DIRECTOR AGREEMENT

Beginning July 1, 2015

This agreement will be in effect unless revoked by the USA administration or the employee. This agreement replaces any earlier agreements to which the employee may have agreed. The undersigned agree to the above terms of employment.

Employee: Margie Rouge

- 1. EMPLOYMENT STATUS:** This employee will be employed as a full-time employee.
- 2. RATE OF PAY:** The negotiated salary for this employee will be: **\$95,000 annually for the 2015-2016 school year (\$75,000 for principal duties and \$20,000 for financial administrator)**. Thereafter, beginning July 1, 2016, the salary will be **\$105,000 annually (\$80,000 for principal duties and \$25,000 for financial administrator) unless this agreement is revoked or re-negotiated**. Salary shall be paid monthly in equal portions for a total of 12 months per year.
- 3. PROVISIONS:** This agreement depends upon the continued enrollment of a minimum of 120 students and continued adequate funding allotments from the state of California. Any changes in these terms will negate this agreement and the agreement will be re-negotiated. If the position of co-director is eliminated, this agreement may be re-negotiated to include co-director responsibilities.
- 4. RESPONSIBILITIES:**
 - a. Principal Duties, as delineated in the approved *Administrative Salary Schedule*.
 - b. Financial Administrator Duties, as delineated in the approved *Administrative Salary Schedule*.
 - c. Additional Administrative duties as needed
 - d. Teaching duties as needed
- 5. REQUIRED WORK DAYS/TIMES:** Employee shall work a total of not less than 205 days per year, at 8 hours per day, and be available for emergency situations as necessary on weekends and during school vacations.
- 6. APPLICABLE LAWS:** Uncharted Shores Academy will have the sole responsibility for employment, management, dismissal, and discipline of its employees.
- 7. CREDENTIAL (if applicable):** This employee certifies she possesses the following valid credential(s):
Professional Clear Multiple Subject
Professional Clear Single Subject, Language Arts

MARGIE ROUGE, EMPLOYEE

DATE

LAWANDA QUINNELL, USA GOVERNING BOARD PRESIDENT

DATE