

# UNCHARTED SHORES ACADEMY EMPLOYMENT AGREEMENT

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## Uncharted Shores Academy EXECUTIVE DIRECTOR AGREEMENT

July 1, 2019 – June 30, 2020

*This agreement will be in effect unless revoked by the USA Governing Board 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.*

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**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: **\$105,000 annually 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. This agreement will be reviewed on an annual basis, and re-negotiated as needed.
4. **RESPONSIBILITIES:**
  - a. Principal Duties, as delineated in the approved *Executive Director Salary Schedule*.
  - b. Financial Administrator Duties, as delineated in the approved *Executive Director Salary Schedule*.
  - c. Teaching duties of home study students as needed
  - d. Additional Administrative duties as designated in the Employee Manual and in the approved *Executive Director Salary Schedule*.
5. **REQUIRED WORK DAYS/TIMES:** Employee shall work a total of not less than 220 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**

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MARGIE ROUGE, EMPLOYEE

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DATE

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USA GOVERNING BOARD PRESIDENT

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DATE