

Woodrow Wilson Academy

Teacher Employment At-Will Agreement

THIS AGREEMENT (“Agreement”) is made and entered into this _____ day of _____, 2000 by and between Woodrow Wilson Academy (WWA) and _____ (“Teacher”).

I. GENERAL

The principal of Woodrow Wilson Academy (“Principal”) discussed the philosophy and curriculum focus of Woodrow Wilson Academy and the Teacher expressed his/her belief that he/she could embrace the philosophy and curriculum of Woodrow Wilson Academy without reservation. The Teacher further has read and understands the Academy’s mission and vision statements and agrees to support them.

II. AREAS OF RESPONSIBILITY

It is presumed by the Teacher and the Principal that the Teacher will teach at the grade level and in the subjects contemplated by the parties at the time of execution hereof. Notwithstanding the contemplation of the parties in this regard, during the term hereof Teacher agrees to teach any grade level, subject matter and combination of classes as may be required by the Principal in his/her sole and absolute discretion. Teacher understands that he/she might never teach in the areas originally contemplated.

III. DUTIES AND RESPONSIBILITIES

Unless otherwise terminated as provided here in, Teacher shall well and faithfully serve WWA in the position of teacher and shall devote his/her time, attention and energies to that position, including, but not limited to, the following:

Teacher shall work the _____ days indicated on the WWA training and school calendars, or such other number of days set forth on those calendars, as they may be amended from time to time. Such workdays include, without limitation, student contact days, parent-teacher conferences, and teacher pre-service, in-service and workdays.

Teacher shall attend assigned Parent/Teacher Organization (“PTO”) meetings, faculty meetings, and training sessions. Absence from any of noted functions will require approval in advance, by the Principal.

Teacher shall be thoroughly prepared for his/her teaching responsibilities, meetings and all other WWA functions as set forth herein as otherwise required in accordance with the staff handbook.

Teacher shall abide by and be subject to the guidelines and principles stated in the WWA staff handbook.

IV. EFFECTIVE DATES

This Agreement is effective beginning _____ and shall be in effect until _____ (“Effective Period”).

Notwithstanding the Effective Period of this Agreement, Teacher may be terminated by the Principal, in his/her sole and absolute discretion with or without cause. Teacher specifically acknowledges that he/she is an at-will employee and that there have been no promises of continued employment, from WWA or any of its agents or representatives. The Board of Directors or the Teacher may terminate this Agreement at any time, with or without cause, for any reason or no reason.

V. COMPENSATION

Teacher shall receive a base salary of \$_____ per annum, payable in twelve monthly installments, subject however to termination before the end of the Effective Period in which event Teacher shall be paid only through his/her last date of work.

Teacher shall receive _____ paid sick days and _____ paid personal days per school year. The full amount of personal/sick days are provided at the start of each year’s at-will agreement. Teacher may roll over up to 3 sick days per year with a maximum of 10 days per year. Unused days are not compensated for.

A flex benefit package for health, dental, vision and life insurance, up to \$_____ per month will be provided to the Teacher by the Academy. The Teacher may purchase other benefits from the package at his/her own expense.

The Teacher shall receive such other and additional fringe benefits, if any, as may from time to time be made available by WWA.

VI. ADDITIONAL AGREEMENTS

WWA and Teacher mutually agree:

- a. That deductions authorized by law or policy shall be made by WWA from the monthly installments of the salary due the Teacher;
- b. That this Agreement shall at all times be conditioned upon and subject to the requirements that at the time the Teacher enters into this Agreement, the Teacher shall hold a valid Colorado Teacher's Certification or letter of authorization issued in the manner prescribed by law, and that during the entire time the Teacher performs services pursuant of this Agreement that Teacher shall maintain a valid Colorado Teacher's Certificate or letter of authorization issues in the manner prescribed by law, or is actively pursuing Colorado certification with a certification date which is not later than three years after Teacher is initially employed by WWA; and upon failure of Teacher to meet any of these requirements, this Agreement, without further actions by either WWA or Teacher is automatically terminated;
- c. That notwithstanding any specification or reference herein, this Agreement is subject to and includes all applicable laws of the federal and state governments and all duly adopted policies, rules and regulations of WWA as are in effect at any time during the term of this Agreement.
- d. That this Agreement and WWA's obligations are conditioned upon the approval by WWA of all background checks of the Teacher.
- e. That this Agreement and WWA's obligations are conditioned upon WWA actually being and remaining in operation for the term of the Agreement.
- f. Except for teachers who are on leave from Jefferson County School District R-1, no employee of Woodrow Wilson Academy has employment or other rights with the school district.

VII. COMPLETE AGREEMENT

This Agreement contains the complete agreement between the parties concerning Teacher's employment at WWA, hereunder, and supersedes all other agreements (whether oral or written) between the parties with respect to the subject matter hereof. Teacher acknowledges and represents that he/she has not relied upon any representation with respect to the subject matter of this Agreement except as set forth herein and that he/she has relied upon his/her own judgment in entering into this Agreement.

Teacher acknowledges and represents that he/she has not been induced to enter into this Agreement as a result of any representations by WWA, its agents or representatives, regarding the availability of additional employment opportunities at WWA.

VIII. REPRESENTATIONS

WWA and the Principal have relied upon Teacher's representations made in the Teacher's employment application and interview(s) with regard to the Teacher's education and work experience, in offering Teacher employment at WWA. Teacher's representations to WWA are a material factor in its' entering into this Agreement.

TEACHER

_____ Date: _____
(Teacher Name - printed)

(Address)

(Teacher Name – Signed)

WOODROW WILSON ACADEMY

_____ Date: _____
(President, Woodrow Wilson Academy)

_____ Date: _____
(Principal, Woodrow Wilson Academy)