

UA Employee Listing

Name	Job Description			
Anna Wilson	Teacher			
Betty Goatley	Teacher			
Courtney LeBoeuf	Teacher			
David Morgan	Teacher & Coach			
DeEtte Loyd	Director			
James Morgan	Teacher			
Jeffrey Whittington	Dean of Students & Coach			
Jeffrey Bolyer	Teacher	Contract is only for 5 months		
Joseph Gallow	Teacher			
Julie Janzen	Teacher			
Kara Worsham	Teacher & Academic Advisor			
Katherine Novsad	Carrer Counselor			
Kellen Constant	Substitute	Contract is only for 6 weeks		
Kelsie Artigue	Teacher			
Lauren Davis	Guidance Conselor			
Lindsay Magallon	Secretary			
McKenzie Jones	Teacher			
Nicholas Gonzaque	Duty Supervisor			
The bus note is a \$1000.00 a month through Evangeline Bank.				



Employment Agreement for Director of University Academy

This employment agreement is between the Board of University Academy of Central Louisiana "Employer" and Ms. DeEtte Loyd (Employee), made and entered into on **June 1, 2019**. All previous contracts with any other entity are void upon signing this contract with University Academy of Central Louisiana.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time or for any of the following reasons:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty
- Bringing severe public disgrace upon University Academy
- The school as a corporation ceases to exist or discontinues operations

1) Agreement to Perform Services

The Employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.

2) Days and Hours of Work

It is understood that this assignment is considered a twelve (12) month position in that the Employee will be required to work during the summer months. The Employee will receive four (4) paid weeks off during the summer months but must coordinate with the University Academy Dean of Students and Secretary to ensure that someone will be available in the office at all times. The Employee will also receive the normal school holidays off and also receive four (4) personal paid leave days and eight (8) sick paid days per year to be credited on June 1st of each year. Any unused personal days can be carried over from year to year in an amount not to exceed 4 days and sick days can be carried over in an amount not to exceed 24 days. In the event of separation, any unused personal days will be paid to the Employee. Unused sick days will not be paid.

3) Compensation

It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A) Salary

The annual salary shall be \$70,000.00 paid in twelve (12) monthly installments on the 25th of each month.

B) Annual Salary Increase

On June 1st of each contract year the employee will receive a two percent (1.0%) salary increase except in the event the student body grows an amount equal to or greater than fifteen percent (15%) from the previous October 1st headcount, the salary increase shall be six percent (5%). The headcount used for this calculation will be determined by the population numbers used for the LHSAA student count in the 1st semester of each year.

4) Term

Except for the terms outlined above, the term of this contract shall be for one (1) year. The full-time portion of the contract shall run from June 1, 2019 until May 31, 2022. This contract will be terminated upon the Employee's death except that the salary due for the remainder of the twelve (12) month period ending on May 31st will be paid in monthly increments. If the Employee is terminated for any reason, the full salary for the month in which the termination occurred will be paid. The exceptions to this are:

- Violation of Penal Code
- Sexual Misconduct or harassment or abuse
- Physical Abuse or Excessive Force
- Dishonest Behavior or misappropriation of funds

5) Duties of The Employee

The Employee shall at all times strive to fulfill the mission of the Employer and refrain from all activity that would be in contrast to the mission. The general duties of the Employee are outlined as follows:

- The employee reports to the Superintendent/CEO appointed by the Board of University Academy of Central Louisiana.
- Coordinate student personnel services including the maintenance of discipline, the monitoring of attendance, the preparation of handbooks, the supervision of student scheduling, the supervision of counseling activities and collaborating with others in the modification of student behavior.
- Maintain records of incidents on students and teachers.
- Responsible for all duty schedules.
- Weekly lesson plan checks on JPAM for parents to monitor.
- Supervise and evaluate faculty.
- Anticipate problems and initiate solutions to problems.
- See that facilities are operated effectively and efficiently.
- Plan, organize and supervise recognition programs for school activities along with Assistant Administrator and other faculty members.
- Develop long and short-term plans and goals/objectives through a systematic process.

- Provide educational and administrative leadership in making and executing decisions.
- Responsible for the Administration of the school's curriculum, accreditation and policy development for the Academy to ensure compliance with the LA Department of Education, the LHSAA, Advanced Ed (SACS) and other applicable associations for accrediting agencies .
- Attend all conferences and workshops related to accreditation and institutional effectiveness.
- Serve as primary liaison to LSU of Alexandria in collaboration with University Academy and outside agencies.
- Ensures the public relations for University Academy is managed to facilitate knowledge within the community of the Academy's accomplishments.
- Act as the Academy Administrator.
- Participate in the interview process for potential students.
- Research and apply for available grants that would benefit the academy.
- Promote and recruit University Academy at every opportunity.
- Perform such other tasks and assume such other responsibilities as assigned by the Board.

6) Notices

All notices will be presented to the Employee in writing and a reasonable amount of time will be afforded the Employee to comply. The Employee may be ask to attend a regular Board of Trustees meeting to address any concerns if unable to solve them adequately with the CEO. The employee is encouraged to bring forth any ideas that would prove beneficial to the academy and present them to the Board of Trustees.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

DeEtte Loyd
Employee Printed

DeEtte Loyd 19 June 2019
Employee Signature

Marc Kelly CEO/Supt
Employer Printed

M Kelly 19 June 2019
Employer Signature

2020-2021 University Academy School Counselor Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Kathy Novosad is made and entered into on August 7, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA,
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **twelve (12) month** position with compensation paid over **twelve (12) months**. The employee will be required to work during the summer months. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of time to counseling students for career/college and personal issues, creating and reviewing the master schedule, to coordinating all testing required by the state and school, to evaluating transcripts and uploading them to the required reporting sites, to sponsoring student activities and clubs, and to other duties as assigned by the

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Director. The **Employee** will be required to focus on improving test scores along with participating in professional learning committee meetings and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$12,200 or \$30/hour paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. The Employee will be presented with a job-description/evaluation form each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date: 8/3/20

Agreed:


Employee

Date: 8/3/20

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2020-2021 University Academy Teacher Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and David Morgan, is made and agreed on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents, students and staff

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. If the **Employee is not certified**, they will be required to attain certification three (3) years from first date of hire. (The next statements apply to coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain

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said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be: \$38,000 + \$3750 Head basketball Coach + (Child's tuition \$1700 plus \$1000 Fees) paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 15, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

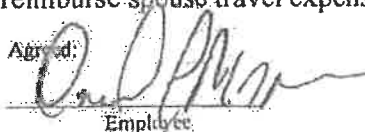
- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date: 6/16/2020

Agreed:


Employee

Date: 6-16-20

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Initials _____

2020-2021 University Academy Teacher Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Betty Jo Goatley, is made and agreed on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents, students and staff

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. If the **Employee is not certified**,

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[Handwritten signature]
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they will be required to attain certification two (2) years from date of hire. (The next statements apply to coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$42,000 + (Child's Tuition: \$1700 tuition and Fees \$1000) paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 15, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation. This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

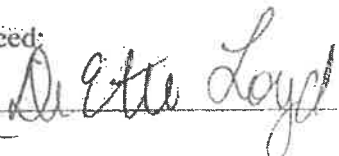
5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.

6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.

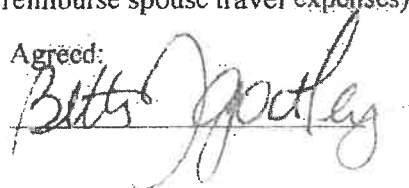
7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).

8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:



Agreed:



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2020-2021 University Academy Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Lindsay Magallon is made and entered into on July 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **twelve (12) month** position and compensation will be paid over **twelve (12) months**. The Employee will receive four (4) paid weeks off during the summer months but must coordinate with the Director. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of time to clerical duties, to financial duties, attendance posting, registering students, verification of student records, and to other duties as assigned by the **Director**.

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3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

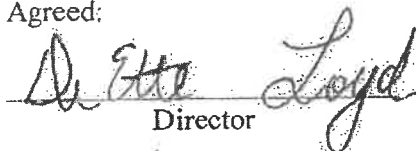
Subject to the terms and conditions of this Contract, the annual salary shall be \$28,000 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

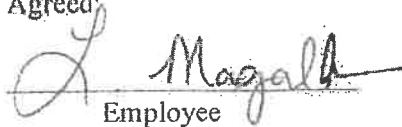
- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date: 6/16/2020

Agreed:


Employee

Date: 6-16-20

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2020-21 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Kellen Constant is made and entered on August 13, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **part-time** position. The pay will be divided over the months the course is active. Pay will begin the first month of employment.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. If the **Employee** is considered a head coach, they should acquire a CDL license (If acquired, extra compensation to salary may be offered) or maintain said license. The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and

Initials

Initials

documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

- 3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be **\$125/day X 4 days/week X 6 weeks=\$3000 for long term substitute teacher's pay** paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 **with taxes withheld** and end on September 25, 2020. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

- 4.) Except for terms outlined above, the term of this contract shall be for one (1) semester. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before May 31, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before May 31, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.


- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director


Date: 8/13/2020

Agreed:


Employee

Date: 8/13/20

Initials _____
Initials _____

 Aug 17, 2020] 24 days
Sept. 24, 2020

2020-21 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Jeff Bolyer is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **part-time** position. The pay will be divided over the months the course is active. Pay will begin the first month of employment.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. If the **Employee** is considered a head coach, they should acquire a CDL license (If acquired, extra compensation to salary may be offered) or maintain said license. The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and

Initials
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documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$18,500 paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 with taxes withheld and end on December 25, 2020. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) semester. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before January 1, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before January 1, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).


Agreed:



Director

Date: 8/11/2020

Agreed:



Employee

Date: 8/11/2020

Initials _____
Initials _____

2019-20 University Academy School Counselor Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Lauren Davis is made and entered into on July 1, 2019.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.

2.) It is understood that this assignment is considered a **twelve (12) month** position with compensation paid over **twelve (12) months**. The employee will be required to work during the summer months. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of time to counseling students for career/college and personal issues, creating and reviewing the master schedule, to coordinating all testing required by the state and school, to evaluating transcripts and uploading them to the required reporting sites, to sponsoring student activities and clubs, and to other duties as assigned by the

Initials LD
Initials LD

Director. The **Employee** will be required to focus on improving test scores along with participating in professional learning committee meetings and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

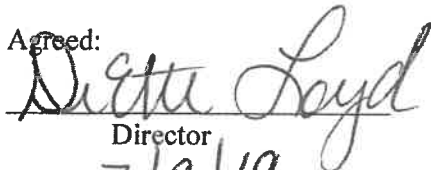
Subject to the terms and conditions of this Contract, the annual salary shall be \$43,000 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on July 25, 2019 and will continue on the last day of each month through July 25, 2020. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for two (2) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. The Employee will be presented with a job-description/evaluation form each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

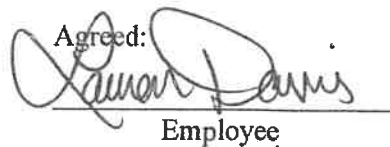
- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date: 7/9/19

Agreed:


Employee

Date: 07/09/19

Initials
Initials DL

2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and McKenzie Jones is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. If the **Employee is not certified**, they will be required to attain certification **three (3) years** from date of hire. (The next statements apply to

Initials [Signature] 8/1/20
Initials [Signature]

coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be **\$37,000** paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 with taxes withheld and end on July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for two (2) semesters. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.



This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.

6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.

7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).

8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

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6/14/20

2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Nick Gonzague is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **part-time** position. The pay will be divided over the months the sport is active. Pay will begin the first month of competition.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. If the **Employee** is considered a head coach, they should acquire a CDL license (If acquired, extra compensation to salary may be offered) or maintain said license. The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and

Initials NL
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documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$2500 Jr. HS Girls' Basketball Coach + \$1000 Girls Assistant Softball Coach + \$1000 Cross Country Coach + \$5500 Bus Driver/Substitute/Duty Supervisor = Total Salary \$10,000 paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue for **twelve (12)** months ending on July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.

6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.

7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).

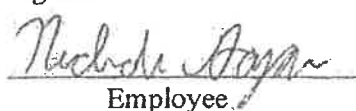
8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date: 7/23/20

Agreed:


Employee

Date: 7/23/20

Initials NS
Initials NS

2020-2021 University Academy Teacher Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Kelsie Artigue is made and entered into on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **twelve (12) month** position and compensation will be paid over **twelve (12) months**. The Employee will receive four (4) paid weeks off during the summer months but must coordinate with the Director. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of time to clerical duties, to financial duties, attendance posting, registering students, verification of student records, and to other duties as assigned by the **Director**.

Initials
Initials

Handwritten initials in black ink, appearing to be 'KA' and 'DL', written over two horizontal lines.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$37,000 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

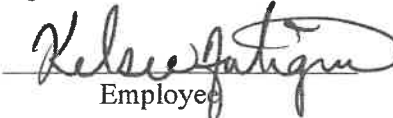
Agreed:


Director

Date:

7/14/2020

Agreed:


Employee

Date:

07/14/2020

Initials
Initials



2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Julie Janzen is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. If the **Employee is not certified**, they will be required to attain certification three (3) years from date of hire. (The next statements apply to

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coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$39,000 paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 with taxes withheld and end on July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

- 4.) Except for terms outlined above, the term of this contract shall be for two (2) semester. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 31, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before May 31, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation. This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.
- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date:

8/11/2020

Agreed:


Employee

Date:

8-11-20

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2020-2021 University Academy Teacher Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Joseph Gallow is made and entered into on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:



- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **twelve (12) month** position and compensation will be paid over **twelve (12) months**. The Employee will receive four (4) paid weeks off during the summer months but must coordinate with the Director. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of time to clerical duties, to financial duties, attendance posting, registering students, verification of student records, and to other duties as assigned by the **Director**.

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3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$37,000 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 30, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:

Dette Loyd
Director

Date: 7/8/2020

Agreed:

Joseph Bell
Employee

Date: 7/8/2020

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2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and James Morgan is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the Director. If the **Employee is not certified**, they will be required to attain certification three (3) years from date of hire. (The next statements apply to coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee

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will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$39,000 paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 with taxes withheld and end on July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for two (2) semester. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 31, 2021 unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before May 31, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:

DeEtte Loyd
Director

Date: 6/11/2020

Agreed:

[Signature]
Employee

Date: 6/11/20

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2020-2021 University Academy Teacher Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Courtney Texada, is made and agreed on August 1, 2020

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents, students and staff

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on

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improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. If the **Employee is not certified**, they will be required to attain certification two (2) years from date of hire. (The next statements apply to coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$40,000 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

- 4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 15, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.
- 5.) This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.
- 6.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 7.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 8.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 9.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

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Handwritten initials and signatures in black ink, appearing to be 'EA' and 'AD'.

Agreed:

Debbie Loyd
Director

Date: 6-16-20

Agreed:

Courtney LeBoeuf
Employee

Date: 6-16-20

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2020-2021 University Academy Dean of Students Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Craig Whittington, is made and agreed on July 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents, students and staff

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **twelve (12) month** position with compensation paid over **twelve (12) months** in that the Employee will be required to work during the summer months. The Employee will receive four (4) paid weeks off during the summer months but must coordinate with the Director and Secretary to ensure that someone will be available in the office at all times. The Employee will also receive the normal school holidays off and also receive four (4) personal paid leave days and ten (10) sick paid days per year to be credited on June 1st of each year. Any unused personal days can be carried over from year to year in an amount not to exceed 4 days and sick days can be carried over in an amount not to exceed 24 days. In the event of separation, any unused personal days will be paid to the Employee. Unused sick days will not be paid. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break

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begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the **Director**; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the **Director**. The **Employee** will be required to focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. The **Dean of Students** shall devote a reasonable amount of time to maintaining discipline/behavior in the classrooms, to monitoring students during breaks and instruction time, to supervising and evaluating faculty, to overseeing facilities are operating effectively and efficiently, and to any other duties as assigned by the **Director**. (The next statements apply to coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players , to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be ~~\$42,000 + \$3750 (Girls' Basketball Head Coach) + \$1000 (Fishing)~~ \$46,750 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for two (2) years. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 30, 2022, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 15, 2022. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.

6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy

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Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.

- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:

Debra Loyd
Director

Date:

7/14/20

Agreed:

Jeffery Craig Whittington
Employee

Date:

7-14-20

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2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Anna Wilson is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. If the **Employee is not certified**, they will be required to attain certification three (3) years from date of hire. (The next statements apply to

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coaching staff.) If the **Employee** is considered a head coach, they should acquire a CDL license or maintain said license. The employee will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players , to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussion forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$38,000 paid in monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 with taxes withheld and end on July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for two (2) semester. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 31, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before May 31, 2021. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation. This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

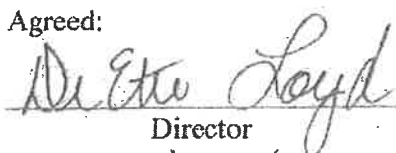
5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.

6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.

7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).

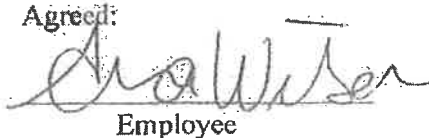
8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date: 6/16/2020

Agreed:


Employee

Date: 6-16-2020

Initials

Initials




2020-2021 University Academy Director of Academics Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Kara Worsham, is made and agreed on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents, students and staff

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **two (2) semester** position with compensation paid over **two (2) semesters**. The following leaves will be granted per year: 1.) Ten (10) days of paid sick leave accumulative to 24 days for the purpose of personal illness. 2.) Two (2) days of personal leave. Days absent beyond this number will be deducted from your pay at your daily rate. Summer break begins on the last day of school as designated by the official school calendar and ends on the first day of professional development in August as designated on the school calendar.

Initials DL
Initials KW

- The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. The **Employee** shall devote a reasonable amount of out-of-class time to curriculum development, to sponsoring student activities and clubs, to professional development, and to other duties as assigned by the Director. The **Employee** will be required to have lesson plans and focus on improving test scores along with participating in professional learning committee meetings to discuss data and instruction improvement and to other duties as assigned by the **Director**. The **Employee** shall oversee the school's academic program to include: coaching teachers; addressing curricular needs and opportunities; informal evaluations of teachers, addressing concerns as necessary; professional development and managing the evaluation of teachers; working with the Testing Coordinator to ensure proper protocol for state; responding to and resolving concerns of teachers, students, and parents.
- Chairing the Leadership Team to explore and advance programs, policies, and ideas that can ensure the school's role of providing the best educational opportunities for the best students in the central LA area.
- Working with the Director, Dean of Students, and School Counselor in the school's effective growth and assurance of excellence; meeting the requirements of the school's mission and as an LEA and to other duties as assigned by the **Director**.

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$46,500 paid in twelve (12) monthly installments on the 25th of each month. Salary payments shall begin on August 25, 2020 and will continue on the last day of each month through July 25, 2021. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 15, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 15, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any

Initials AG
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item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).

- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:

Debra Loyd
Director

Date: 6/16/2020

Agreed:

K. J. Shar
Employee

Date: 6/16/2020

Initials _____

Initials _____

2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Hunter Arnaud is made and entered on June 22, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.

1.) The employee shall provide competent instruction and curtail assigned

2.) It is understood that for the first 30 months the sport

The **Employee** shall be responsible for the administration of the program and shall acquire a CDL license (if necessary, and compensation to salary may be offered) or maintain said license.

The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

Initials DA
Initials UA

Non Faculty Coaches

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be **\$1000 (Softball Coach)** paid in two (2) installments on the 25th of each month. Salary payments shall begin on January 25, 2021 and will end on May 25, 2021 **with TAXES withheld**. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 15, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 18, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.


This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Agreed:


Employee

Date: 6/22/2020

Date: 6/22/2020

Initials _____

Initials _____

2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Justin Foltz is made and entered on June 22, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **part-time** position. The pay will be divided over the months the sport is active. Pay will begin the first month of competition.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. If the **Employee** is considered a head coach, they should acquire a CDL license (If acquired, extra compensation to salary may be offered) or maintain said license. The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

Initials

Initials

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be **\$3000 (Softball Coach)** paid in two (2) installments on the 25th of each month. Salary payments shall begin on January 25, 2021 and will end on May 25, 2021 **with TAXES withheld**. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 15, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 18, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

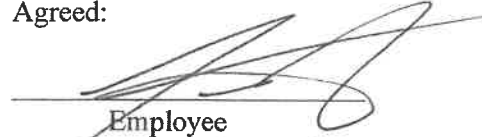
- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:



Director

Date: 6/22/20

Agreed:


Employee

Date: 6/22/2020

Initials 
Initials _____

2020-2021 University Academy Coach Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Charles Kelone is made and entered on June 22, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternalization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered a **part-time** position. The pay will be divided over the months the sport is active. Pay will begin the first month of competition.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. If the **Employee** is considered a head coach, they should acquire a CDL license (If acquired, extra compensation to salary may be offered) or maintain said license. The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

Initials

Initials



3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$5000 (Softball Coach) paid in two (2) installments on the 25th of each month. Salary payments shall begin on January 25, 2021 and will end on May 25, 2021 **with TAXES withheld**. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 15, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 18, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation.

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

Agreed:


Director

Date:

6/22/2020

Agreed:


Employee

Date:

6-22-2020

Initials



Initials

2020-21 University Academy Coach/Teacher Employment Agreement



This employment agreement is by and for University Academy of Central LA Board of Trustees and DeEtte Loyd, Director, as Employer and Juanita Humble Semones is made and entered on August 1, 2020.

It is understood that the Employee is an "at will" employee and that this contract can be terminated at any time and for any reason or no reason, including but not limited to the following examples:

- Felony conviction of the employee
- Multiple instances of uncorrected dereliction of duty as solely determined by UA.
- Bringing severe public disgrace upon University Academy as solely determined by UA.
- Termination of lease agreement with LSUA and University Academy
- Improper behavior with students as solely determined by UA.

The Employee may be suspended or discharged for good cause as shall be determined at the exclusive discretion of the Director with approval by the Board of Trustees. It is specifically understood that good cause for discharge shall include but not be limited to:

- Inadequacy of teaching as determined by semi-annual or annual evaluations
- Misconduct
- Neglect of duty assigned
- Physical or mental incapacity
- Actions involving moral turpitude
- Fraternization with students (Any field trips or off-campus activities must have at least two chaperones.)
- Any conduct reflecting discredit upon the school or tending to impair the Teacher's usefulness in their capacity as a teacher.
- Violation of terms of this agreement
- Failure to pass a NCIC background check
- Repeated inappropriate or unprofessional work attire
- Failure to conduct one's self in a professional manner when dealing with parents and students

- 1.) The employee agrees to provide the duties and services outlined in this contract and the Employer agrees to provide compensation and discounts outlined within. The Employer reserves the right to reasonably expand or curtail assigned duties for the duration of this contract.
- 2.) It is understood that this assignment is considered an **adjunct** position. The pay will be divided over the months the sport is active. Pay will begin the first month of competition.

The **Employee** agrees to serve University Academy for the number of days in the official school calendar and to perform other duties as assigned by the Director; and to work cooperatively with the staff, faculty and administration of University Academy. If the **Employee** is considered a head coach, they should acquire a CDL license (If acquired, extra compensation to salary may be offered) or maintain said license. The **Employee** will be responsible for practice and conditioning of team/squad, to participating in summer camps/programs to prepare for the upcoming season, to conducting try-outs, to attending games, tournaments, and awards programs, to coaching and riding the bus with players, to staying with athletes until parents arrive, to developing pep-rally activities and conducting pep-rallies, to helping with Homecoming activities, to maintaining sound financial records, to fundraising, scheduling games, and to all activities and documentation (Physicals/concussions forms) requirements as needed for the Athletic Director, and to other duties as assigned by the **Director**.

Initials
Initials

3.) It is understood that for the Employee's services the Employer will provide the following compensation and benefits:

A.) Salary:

Subject to the terms and conditions of this Contract, the annual salary shall be \$2000 (Cheer) \$1500 towards salary and \$500 tuition with no taxes withheld paid in one installment on the 25th of each month. Salary payment will be on December 25, 2020. However, if the employee resigns or is terminated before the end of the contract the employee will receive no further compensation and the Employee forfeits all claims for compensation beyond the termination or resignation date.

4.) Except for terms outlined above, the term of this contract shall be for one (1) year. It is further mutually agreed that University Academy shall offer the Employee a new contract of employment for the ensuing year on or before June 15, 2021, unless University Academy gives the Employee written notice of its intention not to re-employ the Employee on or before June 18, 2021. The Employee will be presented with a job-description (see the teachers' handbook) each school year and be required to sign the document to fulfill the terms of employment. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the Employee and University Academy. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. Louisiana law shall govern this agreement in its performance and interpretation. **This contract is viable pending board approval.**

This contract is for the benefit of both the Employer and the Employee and is entered into by both parties freely.

- 5.) The undersigned willingly submits to a NCIC background check and random drug screening to be performed by University Academy and funded by University Academy.
- 6.) The undersigned understands that no employee of University Academy is authorized to record any conversation with another University Academy employee at any time in accordance with University Academy Board policy. Discovery of such activity will be grounds for dismissal as it degrades trust and unity among employees.
- 7.) The employee understands that they are not authorized to obligate University Academy for any purchases without a purchase order signed by the Financial Secretary and/or the Director prior to the purchase. If any item(s) are purchased without the proper documentation, the employee will be subject to payment for the item(s).
- 8.) If the employee is required to travel for school business, they will be expected to utilize their own credit card and bring all receipts for travel expenses to the Financial Secretary for reimbursement. University Academy will not provide the employee with the school credit card for authorized travel. Only those charges authorized for official travel will be reimbursed (i.e. the school will not reimburse spouse travel expenses).

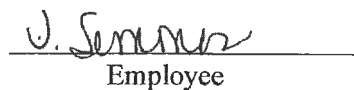
Agreed:


Director

Date:

7/23/20

Agreed:


Employee

Date:

7.23.20

Initials

Initials

