

**TEMECULA VALLEY CHARTER SCHOOL
Board Policy**

Section 2000 Governing Board

2003 Executive Director's Contract

Board Action: APPROVED

Effective Date: 8-20-15

In approving employment contracts with the Executive Director/Principal, the Board of Directors wishes to encourage the Executive Director/Principal's long-term commitment to the school and community while carefully considering the financial and legal implications of the contract in order to protect the school from any potentially adverse obligations.

The Board of Directors shall designate a representative to negotiate with the Executive Director/Principal on its behalf and shall consult legal counsel to draft the contract document.

The Board of Directors shall deliberate in closed session about the terms of the contract.

Terms of the contract shall remain confidential until the ratification process commences.

The Board of Directors shall ratify the Executive Director/Principal contract in an open meeting, which shall be reflected in the Board's minutes. Copies of the contract shall be available to the public upon request.

The contract shall include, but not necessarily be limited to, the term of the contract, conditions for termination of the contract, salary, benefits, and commitment to an annual evaluation. The contract should also include general responsibilities and duties of the Executive Director/Principal.

The Executive Director/Principal contract may include a provision specifying the maximum cash settlement, within limits established by law that the Executive Director/Principal may receive upon termination of the contract.

The term of the contract shall be for no more than four years.

At the end of the term, the Board of Directors may reemploy the Executive Director/Principal on those terms and conditions mutually agreed upon by the Board of Directors and Executive Director/Principal.

The Executive Director/Principal contract shall be extended only by Board action and subsequent to a satisfactory evaluation of the Executive Director/Principal performance.