

Franklin Phonetic School

Board Meeting Agenda

Thursday March 28, 2024 @ 3:00 PM

<https://zoom.us/j/9529770968?pwd=MTE2S0VkNzd6L2tPMTF5VG5vL1ZSdz09>

Meeting ID: 952 977 0968

Passcode: 478016

+17193594580,,9529770968#,,,,*478016# US

Call to Order:

- Approval of prior board minutes from February 29, 2024
- Approval of Sunnyslope March Financial Report

New Business:

- Approval of 2024/2025 School Year Calendar
- Approval of 2024/2025 Teacher Contracts

Old Business:

- Sunnyslope Campus Update

Set Next Meeting:

Meeting Adjourned:

Franklin Phonetic School Sunnyslope Board Meeting Minutes

Thursday February 29, 2024

Meeting at 9317 North 2nd Street Phoenix, Arizona 85020

Call to order 3:05 pm

Members Present Riccardo Osuna,, Audrey Wright, Alison Alva, Cindy and Tom Franklin

Members Not Present Neil Wright, Carey Young

Financial Reports We have enough for payroll, The ending balance is 114076.86 Tom Franklin motioned to approve, Cindy Franklin seconded and motion passed unanimously.

Approval of Prior Board meeting minutes Board meeting minutes from January 17 , 2024 accepted with a motion by Audrey Wright, Alison Alva seconded and motion passed unanimously.

New Business

Sub Rate \$135.00 approved by Audrey Wright, Motioned by Tom Franklin. passed unanimously.

Emergency Plan EVAC, Fire drill and Lockdown added to student handbook. Rick Osuna Moves to approve and Tom seconds motion passed unanimously.

Old Business

Sunnyslope Campus Update: Teacher Contracts will be handed out before break. State Testing Starts in April. Mar 22, 2024 school play and more to come

New Meeting Scheduled: Wednesday March 27th 3:45

Meeting adjourned: Audrey Wright motioned to adjourn and seconded.by Rick Osuna motion passed unanimously.

Franklin Phonetic School, Inc.
 SS Income Statement 3-1-24 to 3-18-24

Current Month

Revenues	
Extended After Care - SS	\$ 0.00
Cont/Donations Private	0.00
Miscellaneous Revenue	0.00
State Equalization Assistance	60,415.42
Prop 301 - 1011	0.00
Prop 301 - 1012	0.00
Prop 301 - 1013	0.00
Prop 202-Instructional Improve	0.00
Prop 123	0.00
Paid Lunches	0.00
Fund Raisers	0.00
Extracurricular Activities Fee	0.00
	<hr/>
Total Revenues	60,415.42
	<hr/>
Cost of Sales	
	<hr/>
Total Cost of Sales	0.00
	<hr/>
Gross Profit	60,415.42
	<hr/>
Expenses	
Teachers - Certified	3,710.00
Substitute Teachers	0.00
Other - Non-Certified	0.00
Employee Insurance	0.00
Employee Insurance	0.00
Social Security	4,849.79
Retirement Plan	4,081.20
Long-Term Disability	37.76
Miscellaneous Purchased Servic	0.00
Continuing Education	0.00
Supplies	0.00
Curriculum Supplies	0.00
Books, Periodicals, & Inst. Ai	0.00
Dues & Fees	0.00
Miscellaneous Expense	0.00
Miscellaneous Purchased Servic	0.00
Financial Services	0.00
Continuing Education	0.00
Supplies	0.00
Travel & Conferences	0.00
Other - Non-Certified	3,863.33
Employee Insurance	0.00
Workers Compensation Insurance	0.00
Miscellaneous Purchased Servic	0.00
Repair and Maintenance - Equip	0.00
Furniture & Equipment Rental	0.00
Telephone & Postage	0.00
Internet Services	145.98
Advertising	0.00
Travel	0.00
Supplies	0.00

Franklin Phonetic School, Inc.
 SS Income Statement 3-1-24 to 3-18-24

Supplies-FF & E < \$5000	0.00	
Dues & Fees	0.00	
Travel & Conferences	0.00	
Miscellaneous Expense	0.00	
Other - Non-Certified	765.00	
Employee Insurance	0.00	
Miscellaneous Purchased Servic	0.00	
Water/Sewer	0.00	
Cleaning & Disposal Services	2,690.10	
Security Services	364.69	
Repair and Maintenance - Build	0.00	
Repair and Maintenance - Equip	0.00	
Land and Building Rental	0.00	
P/C Insurance	0.00	
Supplies	0.00	
Natural Gas/Propane	89.23	
Electricity	0.00	
Depreciation Expense	0.00	
Amortization Expense	0.00	
Interest	0.00	
Miscellaneous Purchased Servic	0.00	
Student Transportation Service	0.00	
Gasoline	0.00	
Teachers - Certified	1,232.08	
Teacher Aides	22,776.92	
Employee Insurance	0.00	
Continuing Education	0.00	
Teachers - Certified	2,120.00	
Unemployment Insurance	0.00	
Stipend - Title III	0.00	
Contracted Counselor/Therapist	0.00	
Teachers - Non-Certified	0.00	
Contracted Counselor/Therapist	0.00	
Miscellaneous Purchased Servic	0.00	
Supplies	303.33	*** Diversified Copy
Teachers - Certified	391.51	
Teachers - Non-Certified	0.00	
Employee Insurance	0.00	
Continuing Education	0.00	
Teachers - Certified	1,879.40	
Other Food	0.00	
Dues & Fees	0.00	
Travel	9.00	
Supplies	0.00	
Uniforms	0.00	
Dues & Fees	0.00	
Field Trips	0.00	
	<hr/>	
Total Expenses	49,309.32	
	<hr/>	
Net Income	\$ 11,106.10	
	<hr/> <hr/>	

FRANKLIN PHONETIC PRIMARY SCHOOL SUNNYSLOPE 24-25

Rev 02/12/24

July						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
22 Office Open						

August						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1 Meet the Teacher						
5 1st Day of School						
20						

September						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
2 Labor Day Holiday						
40th day 30th						
20						

October						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
4 End 1st Quarter						
7-11 Fall Break						
23,24,25 Report Cards/ Conferences						
18 progress 09/13/2024						

1st Term/Quarter
8/5/202
10/4/202

November						
S	M	T	W	T	F	S
				1	2	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
11 Veteran's Day						
25-29 Thanksgiving Break						
15						

December						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
21 End 2nd Quarter						
22-29 Christmas Break						
15						

January						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
1-3 Christmas Break						
20 MLK Day						
15 Report Cards						
19 Jan 22, 2025 100th Day						

February						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	
17 President's Day						
19 progress 02/14/25						

2nd Term/Quarter
10/14/202
12/20/202

3rd Term/Quarter
1/6/202
3/14/202

4th Term/Quarter
3/24/202
5/23/202

March						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
7 End 3rd Quarter						
11-15 Spring Break						
29 Easter Break						
27-28 Report Cards/ Conferences						
16						

April						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
18 Good Friday						
21						

May						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
21-23 Early Release						
23 Rpt Card Last Day						
17						

June						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

progress 04/25/25

Regular Schedule
Full Day-K 8:30-3:00
1-6 8:30 -3:30

Early Release Days
8:30-1:00pm

Early Release 1pm

Report Cards

No School

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

EMPLOYMENT AGREEMENT

This agreement is effective as of March 4th, 2024, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. ("the Employer"), of 9317 North 2nd Street, Phoenix, Arizona 85020, and Karina Torres ("The Employee")

The Employer is engaged in the business of a Charter School and desires to have the services of the Employee. The Employee is willing to be employed by the Employer.

Therefore the parties agree as follows:

1. Employment. Employer shall employ the Employee to work in the school, and to perform such other duties as may be assigned by the principal, for the 2024-25 school year, Governing board policies, administrative regulations and procedures now in force may be legally modified in the future. Employee further agrees to follow the orders of the principal. Employee accepts and agrees to such employment, subject to general supervision, advice and direction of Employer and the Employer's supervisory personnel. Contractor shall also perform (i) such other duties are customarily performed by an employee in a similar position, and (ii) such other and unrelated services and duties as may be assigned to employee from time to time by Employer, including playground duties and monitoring study hall.

While the Employer relationship is considered "at will" because Arizona is a right to work state and union membership is not required, Employee is still expected to fulfill the school year contract or give a two-week notice. Failure to give proper notice will result in a penalty equal to 1 week of the current salary/hourly being earned being deducted from Employees final paycheck.

2. BEST EFFORTS OF Employee. Employee agrees to perform faithfully, industriously, and to the best of the Employee's ability, experience and talents, all of the duties that may be required by the express and implicit terms of this agreement, to the reasonable satisfaction of Employer. Such duties shall be provided at such place as the needs, business or opportunities of the Employer may require from time to time.

3. COMPENSATION OF EMPLOYEE. As compensation for the services provided by Employee under this Agreement, Employer will pay \$ 28,800.00 (Twenty Eight Thousand Eight Hundred Dollars) (20.00 dollars per hour). Employee Hours 7:45am to 4:00pm daily (Monday thru Friday). **If Employee obtains an Arizona Teaching Certification or assumes more duties than an increased salary wage between 21.00 and 25.00 dollars per hour will be negotiated in an addendum to this contract.

4. REIMBURSEMENT FOR EXPENSES IN ACCORDANCE WITH EMPLOYER POLICY. The Employer will reimburse Employee for "out-of-pocket" expenses in accordance with Employer policies in effect from time to time.

KT
Initial Page

3/27/2024
Date

5. CONFIDENTIALITY. Employee recognizes that Employer has and will have information regarding students and school affairs and other vital information which are valuable, special and unique assets of the Employer. Employee agrees that the contractor will not at anytime or in any manner, either directly or indirectly, divulge, disclose or communicate in any manner any information to any third party without prior written consent of the Employer. Employee will protect that information and treat it as strictly confidential. A violation by Employee of this paragraph shall be a material violation of this agreement and will justify legal and/or equitable relief.

6. UNAUTHORIZED DISCLOSURE OF INFORMATION. If it appears that employee has disclosed (or has threatened to disclose) information in violation of this Agreement, Employer shall be entitled to an injunction to restrain employee from disclosing, in whole or part, such information, or from providing any services to any party whom such information has been disclosed or may be disclosed. Employer shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

7. CONFIDENTIALITY AFTER TERMINATION OF EMPLOYMENT. The confidentiality provisions of this Agreement shall remain in full force and effect for a one year period after the termination of employee employment.

8. SICK LEAVE / PERSONAL BUSINESS. Full time non-certified teaching employees will be provided with 10 sick days per year with no carry over to the next year. Sick days will increase to 11 after working for 3 years. Full time non-teaching will be credited with nine sick days per year with no carry over to the following year. Sick days will be increased to ten after working 3 years and to 11 after working 5 years. Part-time non - certified will be credited with 3 sick days each year (no carry over).

9. OTHER BENEFITS. All Employees working more than twenty hours per week must participate in the Arizona State Retirement System, which has matching funds from the Employer for retirement and long term disability benefits.

10. CONTINUING EDUCATION. We encourage all Employees to attend seminars and college level courses to increase their effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any Employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the Employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued.

11. TERM/TERMINATION. Employee's employment under this agreement shall be for the 2024-25 school year. This Agreement may be terminated by either party upon fourteen days written notice. If Employee is in violation of this Agreement, Employer may terminate employment without notice and with compensation to Employee only to the date of such termination. The compensation paid under this Agreement shall be the Employee's exclusive remedy.

KT

Initial Page

3/27/2024

Date

12. COMPLIANCE WITH EMPLOYER'S RULES. Employee agrees to comply with all of the rules and regulations of Employer.

13. RETURN OF PROPERTY. Upon termination of this Agreement, the Employee shall deliver all property (including keys, records, notes, data, memoranda, models and equipment) that is in the employee's possession or under the employee's control which is the Employer's property or related to Employer's business. Such obligation shall be governed by any separate confidentiality or proprietary rights agreement signed by the employee.

14. ENTIRE AGREEMENT. This Agreement contains the entire Agreement of the parties and there are no other promises or conditions in any other agreement whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

15. AMENDMENT. This Agreement may be modified or amended, if the amendment is made in writing and is signed by both parties.

16. SEVERABILITY. If any provisions of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provisions of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed and enforced as so limited.

17. WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

18. APPLICABLE LAW. This Agreement shall be governed by the laws of the State of Arizona.

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

By: _____

Dr. Cindy Franklin, Curriculum Director

AGREED TO AND ACCEPTED THIS

DATE: 03/17/2024

Employee:

By: 

Karina Torres

KT
Initial Page

3/27/2024
Date

FRANKLIN PHONETIC SCHOOL - SUNNYSLOPE CAMPUS

9317 NORTH 2nd STREET

PHONE 602-870-6674

PHOENIX, ARIZONA 85020

Email nilknarf@frankphonetic.net

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March 01, 2024

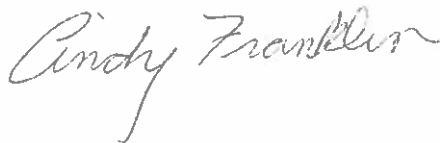
Dear Franklin Teachers,

We wanted you to know that we are looking forward to another school year and we hope that you will continue employment with us. While we have no idea what funding will be provided for education next year, we do know that we wish to have you work for us again. Please sign and return the enclosed contract so that it can be accepted at our March 28th board meeting.

In the event that you are not sure about returning please let us know so that we can begin looking for other solutions. We are only passing out contracts for certified teachers and other teaching staff. Administration and support contracts will be given out separately.

Please return the signed contracts to Mrs. Luna as soon as possible. We wish you to have three weeks to decide about employment, but we hope that you will choose to return. Dr Franklin is able to sign and return the signed contract to you so that you have an official copy. A contract that is not signed by both parties would not be valid.

Tom and Cindy Franklin



FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

This contract made and entered into on the date of its execution, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. an Arizona non-profit corporation, here in after referred to as SCHOOL, and Mary Kimball, hereinafter referred to as ^(Kindergarten) TEACHER for the school year 2024-2025. This contract is conditioned upon teacher possessing an Arizona Teacher Certificate and endorsements valid at the time the teacher executes this contract and continuing without interruption for the contract year, unless the teacher has a written waiver executed by the school board allowing the teacher to obtain same at a later specific date and maintain such throughout the end of this contract.

Teacher agrees to teach and to perform such other duties as may be assigned by the school board and/or principal for one school year, including after school teaching and tutoring. Teacher hours are 7:45am to 4:00pm daily (Monday thru Friday) not including IEP's, or special events. Teacher is also responsible for preparing lesson plans, grading and meeting with parents. There will be mandatory meetings on some Friday afternoons that are included in this salary. Teacher shall faithfully perform all duties assigned in accordance with Arizona State Law. Governing Board policies, administrative regulations and procedures now in force may be legally modified in the future. Teacher further agrees to follow the orders of the governing board and administrators and be subject to performance evaluation, including but not limited to any adopted and administrative rules and regulations, as they now exist and as they may be reasonably modified from time to time are incorporated into this contract. They are also described within the Franklin School Employee Handbook. If an emergency or other circumstances as determined and declared by the governing board authorized designee delays the opening or requires the closing of schools, the period of time covered by this contract shall be extended, or holiday and vacation periods rescheduled, so as to maintain an open school for the number of days required by law.

The salary for this employee of \$ 63,920.00 (Sixty Three Thousand Nine Hundred Twenty Dollars) is payable in 26 equal payments. There are no Insurance benefits. The employee will be provided with 11 accrued sick days per year. If employee has any carryover sick days from the previous year (9 days maximum) that will be added to the 11 accrued sick days with a maximum of 20 sick days per year at any given time. Any sick days carried over from the previous year will be available immediately. If all of the days have not been used by the employee during the year, one day may be set aside in a special sick day bank. After the employee has worked for the school for 5 (five) years, he/she will be paid for the number of sick days that he/she has in the bank at his daily rate when the teacher leaves employment of the school with a years notice so that it may be added into our next years budget.

Both SCHOOL and TEACHER acknowledge that this employment relationship is an "at-will" relationship and any Employee Handbook or employment guidelines do not change that relationship, but still obligates the TEACHER to follow appropriate procedures required by SCHOOL, its Chief Executive Officer, or Governing Board in the general operation of the school and its duties to the students. As Arizona is a right to work State and union membership is not required, the teaching employee is still

MLK
Initial Page

3/28/24
Date

expected to fulfill the school year contract unless they are released by the School Board for poor job performance or an emergency reason such as illness etc **This agreement shall also be subject to the continued operation of the School, which could be affected by the loss of Charter, insufficient enrollment, reduction or adjustment in enrollment and revenue from the projected budget, elimination of educational programs, and delay in receipt of funds from the State of Arizona. The agreement may be terminated by any of the foregoing reasons without penalty and without the previously state notice requirement.**

Franklin has a substantial investment in the work and operations of its educational enterprise. This investment and proprietary interest in the school includes curriculum, organizational structure, school protocol and operations, teaching methods, student interaction and approaches, policies and procedures, student list, teacher list, parent list, support groups and any other educational list found at school dealing with the students and their educational process, and all other relevant organizational and educational tools used in the education of Franklin target student population being served by the school where TEACHER is operating. To protect that educational investment, the TEACHER hereby agrees that in the event of the termination of this agreement, either at expiration or prior to the full term, that for two (2) years thereafter within a five mile radius of the SCHOOL, TEACHER shall not attempt to solicit any students or teachers from the SCHOOL or use any of the knowledge or items used by Franklin with any entity where TEACHER is employed, a principal, shareholder or participating in any manner. This provision may be enforced by equitable measures, including an injunction preventing the conduct.

We encourage all employees to attend seminars and college level courses to increase their level of effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued. Per the Arizona Statue ARS 15-545 There will be a \$ 3000.00 (Three Thousand) dollar fine payable to Franklin Phonetic Primary School, Inc. To cover the expenses of a new hire or substitute if Teacher does not honor their full school year contract. Payment will be deducted from Teachers final paycheck.

Franklin is the sole and exclusive owner of any and all intellectual property of whatever kind or character produced by employees while providing services for the SCHOOL. This includes properties which are a direct result of the employee's duties with SCHOOL, or which have been developed in whole or in part by the utilization of funds, resources, or facilities administered by the SCHOOL. These properties shall be used and controlled in such manner as to produce the greatest benefit to the SCHOOL as it solely determines. However, if such material is copyrightable under the laws of the United States under the supervision of the Library of Congress, then it becomes the property of the employee.

Subject to Arizona ARS provisions, a forty-five (45) day notice before the close of the school year will be given to employee if the school cannot offer a contract for the following year. Failure to offer a contract does not necessarily indicate poor job performance.

Initial Page 

Date 3/27/21

This contract may be adjusted as agreed. Signed at a legally convened meeting of the Franklin Phonetic Primary School, Inc. Corporate Board this 4th day of March 2024..

Mary L. Kimball

Teacher Signature

521-68-9357

Teacher Social Security Number

Dr Cindy Franklin, Curriculum Director

Board Member

Initial Page

MLK

Date *3/27/24*

Contract

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

This contract made and entered into on the date of its execution, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. an Arizona non-profit corporation, here in after referred to as SCHOOL, and Diana Schlepp, hereinafter referred to as TEACHER for the school year 2024-2025. This contract is conditioned upon teacher possessing an Arizona Teacher Certificate and endorsements valid at the time the teacher executes this contract and continuing without interruption for the contract year, unless the teacher has a written waiver executed by the school board allowing the teacher to obtain same at a later specific date and maintain such throughout the end of this contract.

Teacher agrees to teach and to perform such other duties as may be assigned by the school board and/or principal for one school year, including after school teaching and tutoring. Any assignments that extend beyond 4:30pm could be compensated under a separate written agreement. Teachers are expected to attend IEP's, or special events with additional hours as agreed upon (possible). There will be mandatory meetings on some Friday afternoons that are included in this salary. Teacher shall faithfully perform all duties assigned in accordance with Arizona State Law. Governing Board policies, administrative regulations and procedures now in force may be legally modified in the future. Teacher further agrees to follow the orders of the governing board and administrators and be subject to performance evaluation, including but not limited to any adopted and administrative rules and regulations, as they now exist and as they may be reasonably modified from time to time are incorporated into this contract. They are also described within the Franklin School Employee Handbook. If an emergency or other circumstances as determined and declared by the governing board authorized designee delays the opening or requires the closing of schools, the period of time covered by this contract shall be extended, or holiday and vacation periods rescheduled, so as to maintain an open school for the number of days required by law.

The salary for this employee of \$ 25.50 (Twenty Five Dollars and Fifty Cents Per Hour) Employee will need to fill out a bi-weekly timecard and have turned into the office every other Monday of payweek for compensation. Employee is expected to work 20 hours per week additional hours approved by Administration only. There are no insurance benefits included. In the event that the employee qualifies for merit pay, additional bonuses will be distributed in accordance with policies previously adopted by Franklin Phonetic School Board, and detailed in the employee handbook. Only returning employees who qualify based on previous year are eligible for these additional bonuses. The employee will be provided with 4 accrued sick days per year. If employee has any carryover sick days from the previous year (4 days maximum) that will be added to the 5 accrued sick days with a maximum of 5 sick days per year at any given time. Any sick days carried over from the previous year will be available immediately. If all of the days have not been used by the employee during the year, one day may be set aside in a special sick day bank. After the employee has worked for the school for 5 (five) years, he/she

will be paid for the number of sick days that he/she has in the bank at his daily rate when the teacher leaves employment of the school with a years notice so that it may be added into our next years budget.

Both SCHOOL and TEACHER acknowledge that this employment relationship is an "at-will" relationship and any Employee Handbook or employment guidelines do not change that relationship, but still obligates the TEACHER to follow appropriate procedures required by SCHOOL, its Chief Executive Officer, or Governing Board in the general operation of the school and its duties to the students. As Arizona is a right to work State and union membership is not required, the teaching employee is still expected to fulfill the school year contract unless they are released by the School Board for poor job performance or an emergency reason such as illness etc. This agreement shall also be subject to the continued operation of the School, which could be affected by the loss of Charter, insufficient enrollment, reduction or adjustment in enrollment and revenue from the projected budget, elimination of educational programs, and delay in receipt of funds from the State of Arizona. The agreement may be terminated by any of the foregoing reasons without penalty and without the previously state notice requirement.

Franklin has a substantial investment in the work and operations of its educational enterprise. This investment and proprietary interest in the school includes curriculum, organizational structure, school protocol and operations, teaching methods, student interaction and approaches, policies and procedures, student list, teacher list, parent list, support groups and any other educational list found at school dealing with the students and their educational process, and all other relevant organizational and educational tools used in the education of Franklin target student population being served by the school where TEACHER is operating. To protect that educational investment, the TEACHER hereby agrees that in the event of the termination of this agreement, either at expiration or prior to the full term, that for two (2) years thereafter within a five mile radius of the SCHOOL, TEACHER shall not attempt to solicit any students or teachers from the SCHOOL or use any of the knowledge or items used by Franklin with any entity where TEACHER is employed, a principal, shareholder or participating in any manner. This provision may be enforced by equitable measures, including an injunction preventing the conduct.

We encourage all employees to attend seminars and college level courses to increase their level of effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued. Per the Arizona Statue ARS 15-545 There will be a \$ 3000.00 (Three Thousand) dollar fine payable to Franklin Phonetic Primary School, Inc. To cover the expenses of a new hire or substitute if Teacher does not honor their full school year contract. Payment will be deducted from Teachers final paycheck.

Franklin is the sole and exclusive owner of any and all intellectual property of whatever kind or character produced by employees while providing services for the SCHOOL. This includes properties which are a direct result of the employee's duties with SCHOOL, or which have been developed in whole or in part by the utilization of funds, resources, or facilities administered by the SCHOOL. These

properties shall be used and controlled in such manner as to produce the greatest benefit to the SCHOOL as it solely determines. However, if such material is copyrightable under the laws of the United States under the supervision of the Library of Congress, then it becomes the property of the employee.

Subject to Arizona ARS provisions, a forty-five (45) day notice before the close of the school year will be given to employee if the school cannot offer a contract for the following year. Failure to offer a contract does not necessarily indicate poor job performance.

This contract may be adjusted as agreed. Signed at a legally convened meeting of the Franklin Phonetic Primary School, Inc. Corporate Board this 4th day of March , 2024.



Teacher Signature



Teacher Social Security Number

Dr Cindy Franklin, Curriculum Director

Board Member

Contract With Increase

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

This contract made and entered into on the date of its execution, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. an Arizona non-profit corporation, here in after referred to as SCHOOL, and Diane Boardman, hereinafter referred to as TEACHER for the school year 2024-2025. This contract is conditioned upon teacher possessing an Arizona Teacher Certificate and endorsements valid at the time the teacher executes this contract and continuing without interruption for the contract year, unless the teacher has a written waiver executed by the school board allowing the teacher to obtain same at a later specific date and maintain such throughout the end of this contract.

Teacher agrees to teach and to perform such other duties as may be assigned by the school board and/or principal for one school year, including after school teaching and tutoring. Any assignments that extend beyond 4:30pm could be compensated under a separate written agreement. Teacher hours are expected to be 9:00am to 12:00pm daily not including IEP's, or special events with additional hours as agreed upon (possible). There will be mandatory meetings on some Friday afternoons that are included in this salary. Teacher shall faithfully perform all duties assigned in accordance with Arizona State Law. Governing Board policies, administrative regulations and procedures now in force may be legally modified in the future. Teacher further agrees to follow the orders of the governing board and administrators and be subject to performance evaluation, including but not limited to any adopted and administrative rules and regulations, as they now exist and as they may be reasonably modified from time to time are incorporated into this contract. They are also described within the Franklin School Employee Handbook. If an emergency or other circumstances as determined and declared by the governing board authorized designee delays the opening or requires the closing of schools, the period of time covered by this contract shall be extended, or holiday and vacation periods rescheduled, so as to maintain an open school for the number of days required by law.

The salary for this employee of \$ 27.50 (Twenty Seven Dollars and Fifty Cents Per Hour) Employee will need to fill out a bi-weekly timecard and have turned into the office every other Monday of payweek for compensation. Employee will work no more than 20 hours per week mentoring and filling in where needed. There are no insurance benefits included. In the event that the employee qualifies for merit pay, additional bonuses will be distributed in accordance with policies previously adopted by Franklin Phonetic School Board, and detailed in the employee handbook. Only returning employees who qualify based on previous year are eligible for these additional bonuses. The employee will be provided with 6 accrued sick days per year. If employee has any carryover sick days from the previous year (6 days maximum) that will be added to the 6 accrued sick days with a maximum of 10 sick days per year at any given time. Any sick days carried over from the previous year will be available immediately. If all of the days have not been used by the employee during the year, one day may be set aside in a special sick day bank. After the employee has worked for the school for 5 (five) years, he/she will be paid for the

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number of sick days that he/she has in the bank at his daily rate when the teacher leaves employment of the school with a years notice so that it may be added into our next years budget.

Both SCHOOL and TEACHER acknowledge that this employment relationship is an "at-will" relationship and any Employee Handbook or employment guidelines do not change that relationship, but still obligates the TEACHER to follow appropriate procedures required by SCHOOL, its Chief Executive Officer, or Governing Board in the general operation of the school and its duties to the students. As Arizona is a right to work State and union membership is not required, the teaching employee is still expected to fulfill the school year contract unless they are released by the School Board for poor job performance or an emergency reason such as illness etc. This agreement shall also be subject to the continued operation of the School, which could be affected by the loss of Charter, insufficient enrollment, reduction or adjustment in enrollment and revenue from the projected budget, elimination of educational programs, and delay in receipt of funds from the State of Arizona. The agreement may be terminated by any of the foregoing reasons without penalty and without the previously state notice requirement.

Franklin has a substantial investment in the work and operations of its educational enterprise. This investment and proprietary interest in the school includes curriculum, organizational structure, school protocol and operations, teaching methods, student interaction and approaches, policies and procedures, student list, teacher list, parent list, support groups and any other educational list found at school dealing with the students and their educational process, and all other relevant organizational and educational tools used in the education of Franklin target student population being served by the school where TEACHER is operating. To protect that educational investment, the TEACHER hereby agrees that in the event of the termination of this agreement, either at expiration or prior to the full term, that for two (2) years thereafter within a five mile radius of the SCHOOL, TEACHER shall not attempt to solicit any students or teachers from the SCHOOL or use any of the knowledge or items used by Franklin with any entity where TEACHER is employed, a principal, shareholder or participating in any manner. This provision may be enforced by equitable measures, including an injunction preventing the conduct.

We encourage all employees to attend seminars and college level courses to increase their level of effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued. Per the Arizona Statue ARS 15-545 There will be a \$ 3000.00 (Three Thousand) dollar fine payable to Franklin Phonetic Primary School, Inc. To cover the expenses of a new hire or substitute if Teacher does not honor their full school year contract. Payment will be deducted from Teachers final paycheck.

Franklin is the sole and exclusive owner of any and all intellectual property of whatever kind or character produced by employees while providing services for the SCHOOL. This includes properties which are a direct result of the employee's duties with SCHOOL, or which have been developed in whole or in part by the utilization of funds, resources, or facilities administered by the SCHOOL. These

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properties shall be used and controlled in such manner as to produce the greatest benefit to the SCHOOL as it solely determines. However, if such material is copyrightable under the laws of the United States under the supervision of the Library of Congress, then it becomes the property of the employee.

Subject to Arizona ARS provisions, a forty-five (45) day notice before the close of the school year will be given to employee if the school cannot offer a contract for the following year. Failure to offer a contract does not necessarily indicate poor job performance.

This contract may be adjusted as agreed. Signed at a legally convened meeting of the Franklin Phonetic Primary School, Inc. Corporate Board this 4th day of March, 2024.

Diane Boardman

Teacher Signature

526-04-9900

Teacher Social Security Number

Dr Cindy Franklin, Curriculum Director

Board Member

Contract

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

This contract made and entered into on the date of its execution, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. an Arizona non-profit corporation, here in after referred to as SCHOOL, and Kim Boardman, hereinafter referred to as TEACHER for the school year 2024-2025. This contract is conditioned upon teacher possessing an Arizona Teacher Certificate and endorsements valid at the time the teacher executes this contract and continuing without interruption for the contract year, unless the teacher has a written waiver executed by the school board allowing the teacher to obtain same at a later specific date and maintain such throughout the end of this contract.

Teacher agrees to teach and to perform such other duties as may be assigned by the school board and/or principal for one school year, including after school teaching and tutoring. Any assignments that extend beyond 4:30pm could be compensated under a separate written agreement. Teachers are expected to attend IEP's, or special events with additional hours as agreed upon (possible). There will be mandatory meetings on some Friday afternoons that are included in this salary. Teacher shall faithfully perform all duties assigned in accordance with Arizona State Law. Governing Board policies, administrative regulations and procedures now in force may be legally modified in the future. Teacher further agrees to follow the orders of the governing board and administrators and be subject to performance evaluation, including but not limited to any adopted and administrative rules and regulations, as they now exist and as they may be reasonably modified from time to time are incorporated into this contract. They are also described within the Franklin School Employee Handbook. If an emergency or other circumstances as determined and declared by the governing board authorized designee delays the opening or requires the closing of schools, the period of time covered by this contract shall be extended, or holiday and vacation periods rescheduled, so as to maintain an open school for the number of days required by law.

The salary for this employee of \$ 27.50 (Twenty Seven Dollars and Fifty Cents Per Hour) Employee will need to fill out a bi-weekly timecard and have turned into the office every other Monday of payweek for compensation. There are no insurance benefits included. In the event that the employee qualifies for merit pay, additional bonuses will be distributed in accordance with policies previously adopted by Franklin Phonetic School Board, and detailed in the employee handbook. Only returning employees who qualify based on previous year are eligible for these additional bonuses. The employee will be provided with 4 accrued sick days per year. If employee has any carryover sick days from the previous year (4 days maximum) that will be added to the 5 accrued sick days with a maximum of 5 sick days per year at any given time. Any sick days carried over from the previous year will be available immediately. If all of the days have not been used by the employee during the year, one day may be set aside in a special sick day bank. After the employee has worked for the school for 5 (five) years, he/she will be paid for the number of sick days that he/she has in the bank at his daily rate when the teacher leaves employment of the school with a years notice so that it may be added into our next years budget.

Both SCHOOL and TEACHER acknowledge that this employment relationship is an "at-will" relationship and any Employee Handbook or employment guidelines do not change that relationship, but still obligates the TEACHER to follow appropriate procedures required by SCHOOL, its Chief Executive Officer, or Governing Board in the general operation of the school and its duties to the students. As Arizona is a right to work State and union membership is not required, the teaching employee is still expected to fulfill the school year contract unless they are released by the School Board for poor job performance or an emergency reason such as illness etc. This agreement shall also be subject to the continued operation of the School, which could be affected by the loss of Charter, insufficient enrollment, reduction or adjustment in enrollment and revenue from the projected budget, elimination of educational programs, and delay in receipt of funds from the State of Arizona. The agreement may be terminated by any of the foregoing reasons without penalty and without the previously state notice requirement.

Franklin has a substantial investment in the work and operations of its educational enterprise. This investment and proprietary interest in the school includes curriculum, organizational structure, school protocol and operations, teaching methods, student interaction and approaches, policies and procedures, student list, teacher list, parent list, support groups and any other educational list found at school dealing with the students and their educational process, and all other relevant organizational and educational tools used in the education of Franklin target student population being served by the school where TEACHER is operating. To protect that educational investment, the TEACHER hereby agrees that in the event of the termination of this agreement, either at expiration or prior to the full term, that for two (2) years thereafter within a five mile radius of the SCHOOL, TEACHER shall not attempt to solicit any students or teachers from the SCHOOL or use any of the knowledge or items used by Franklin with any entity where TEACHER is employed, a principal, shareholder or participating in any manner. This provision may be enforced by equitable measures, including an injunction preventing the conduct.

We encourage all employees to attend seminars and college level courses to increase their level of effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued. Per the Arizona Statue ARS 15-545 There will be a \$ 3000.00 (Three Thousand) dollar fine payable to Franklin Phonetic Primary School, Inc. To cover the expenses of a new hire or substitute if Teacher does not honor their full school year contract. Payment will be deducted from Teachers final paycheck.

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Subject to Arizona ARS provisions, a forty-five (45) day notice before the close of the school year will be given to employee if the school cannot offer a contract for the following year. Failure to offer a contract does not necessarily indicate poor job performance.

This contract may be adjusted as agreed. Signed at a legally convened meeting of the Franklin Phonetic Primary School, Inc. Corporate Board this 4th day of March, 2024.

Kim Boardman

Teacher Signature

527-98-4014

Teacher Social Security Number

Dr Cindy Franklin, Curriculum Director

Board Member

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

This contract made and entered into on the date of its execution, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. an Arizona non-profit corporation, here in after referred to as SCHOOL, and Susan Olson, hereinafter referred to as TEACHER for the school year 2024-2025. This contract is conditioned upon teacher possessing an Arizona Teacher Certificate and endorsements valid at the time the teacher executes this contract and continuing without interruption for the contract year, unless the teacher has a written waiver executed by the school board allowing the teacher to obtain same at a later specific date and maintain such throughout the end of this contract.

Teacher agrees to teach and to perform such other duties as may be assigned by the school board and/or principal for one school year, including after school teaching and tutoring. Any assignments that extend beyond 4:00pm could be compensated under a separate written agreement. Teacher hours are expected to be 8:00am to 4:00pm daily not including IEP's, or special events with additional hours as agreed upon (possible). There will be mandatory meetings on some Friday afternoons that are included in this salary. Teacher shall faithfully perform all duties assigned in accordance with Arizona State Law. Governing Board policies, administrative regulations and procedures now in force may be legally modified in the future. Teacher further agrees to follow the orders of the governing board and administrators and be subject to performance evaluation, including but not limited to any adopted and administrative rules and regulations, as they now exist and as they may be reasonably modified from time to time are incorporated into this contract. They are also described within the Franklin School Employee Handbook. If an emergency or other circumstances as determined and declared by the governing board authorized designee delays the opening or requires the closing of schools, the period of time covered by this contract shall be extended, or holiday and vacation periods rescheduled, so as to maintain an open school for the number of days required by law.

The salary for this employee of \$ 27.50 (Twenty Seven Dollars and Fifty Cents) A bi-weekly timecard must be filled out and turned into the office by 9:00am Monday of pay week for compensation. Employee will work no more than 15 hours per week. Unless approved by Administration. **There are no insurance benefits included. In the event that the employee qualifies for merit pay, additional bonuses will be distributed in accordance with policies previously adopted by Franklin Phonetic School Board, and detailed in the employee handbook. Only returning employees who qualify based on previous year are eligible for these additional bonuses. The employee will be provided with 11 accrued sick days per year. If employee has any carryover sick days from the previous year (9 days maximum) that will be added to the 11 accrued sick days with a maximum of 20 sick days per year at any given time. Any sick days carried over from the previous year will be available immediately. If all of the days have not been used by the employee during the year, one day may be set aside in a special sick day bank. After the employee has worked for the school for 5 (five) years, he/she will be paid for the number of sick days**

that he/she has in the bank at his daily rate when the teacher leaves employment of the school with a years notice so that it may be added into our next years budget.

Both SCHOOL and TEACHER acknowledge that this employment relationship is an "at-will" relationship and any Employee Handbook or employment guidelines do not change that relationship, but still obligates the TEACHER to follow appropriate procedures required by SCHOOL, its Chief Executive Officer, or Governing Board in the general operation of the school and its duties to the students. As Arizona is a right to work State and union membership is not required, the teaching employee is still expected to fulfill the school year contract unless they are released by the School Board for poor job performance or an emergency reason such as illness etc. This agreement shall also be subject to the continued operation of the School, which could be affected by the loss of Charter, insufficient enrollment, reduction or adjustment in enrollment and revenue from the projected budget, elimination of educational programs, and delay in receipt of funds from the State of Arizona. The agreement may be terminated by any of the foregoing reasons without penalty and without the previously state notice requirement.

Franklin has a substantial investment in the work and operations of its educational enterprise. This investment and proprietary interest in the school includes curriculum, organizational structure, school protocol and operations, teaching methods, student interaction and approaches, policies and procedures, student list, teacher list, parent list, support groups and any other educational list found at school dealing with the students and their educational process, and all other relevant organizational and educational tools used in the education of Franklin target student population being served by the school where TEACHER is operating. To protect that educational investment, the TEACHER hereby agrees that in the event of the termination of this agreement, either at expiration or prior to the full term, that for two (2) years thereafter within a five mile radius of the SCHOOL, TEACHER shall not attempt to solicit any students or teachers from the SCHOOL or use any of the knowledge or items used by Franklin with any entity where TEACHER is employed, a principal, shareholder or participating in any manner. This provision may be enforced by equitable measures, including an injunction preventing the conduct.

We encourage all employees to attend seminars and college level courses to increase their level of effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued. Per the Arizona Statue ARS 15-545 There will be a \$ 3000.00 (Three Thousand) dollar fine payable to Franklin Phonetic Primary School, Inc. To cover the expenses of a new hire or substitute if Teacher does not honor their full school year contract. Payment will be deducted from Teachers final paycheck.

Franklin is the sole and exclusive owner of any and all intellectual property of whatever kind or character produced by employees while providing services for the SCHOOL. This includes properties which are a direct result of the employee's duties with SCHOOL, or which have been developed in whole or in part by the utilization of funds, resources, or facilities administered by the SCHOOL. These

properties shall be used and controlled in such manner as to produce the greatest benefit to the SCHOOL as it solely determines. However, if such material is copyrightable under the laws of the United States under the supervision of the Library of Congress, then it becomes the property of the employee.

Subject to Arizona ARS provisions, a forty-five (45) day notice before the close of the school year will be given to employee if the school cannot offer a contract for the following year. Failure to offer a contract does not necessarily indicate poor job performance.

This contract may be adjusted as agreed. Signed at a legally convened meeting of the Franklin Phonetic Primary School, Inc. Corporate Board this 4th day of March, 2024.

Susan Olson

Teacher Signature

527-15-8283

Teacher Social Security Number

Dr Cindy Franklin, Curriculum Director

Board Member

FRANKLIN PHONETIC SCHOOL - SUNNYSLOPE CAMPUS

9317 NORTH 2nd STREET

PHONE 602-870-6674

PHOENIX, ARIZONA 85020

Email nilknarf@frankphonetic.net

March 01, 2024

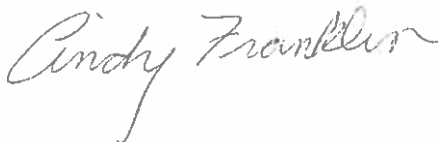
Dear Franklin Teachers,

We wanted you to know that we are looking forward to another school year and we hope that you will continue employment with us. While we have no idea what funding will be provided for education next year, we do know that we wish to have you work for us again. Please sign and return the enclosed contract so that it can be accepted at our March 28th board meeting.

In the event that you are not sure about returning please let us know so that we can begin looking for other solutions. We are only passing out contracts for certified teachers and other teaching staff. Administration and support contracts will be given out separately.

Please return the signed contracts to Mrs. Luna as soon as possible. We wish you to have three weeks to decide about employment, but we hope that you will choose to return. Dr Franklin is able to sign and return the signed contract to you so that you have an official copy. A contract that is not signed by both parties would not be valid.

Tom and Cindy Franklin



FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

DISTRICT # 13-87-51

EMPLOYMENT AGREEMENT

This agreement is effective as of March 4th, 2024, by and between FRANKLIN PHONETIC PRIMARY SCHOOL, INC. ("the Employer"), of 9317 North 2nd Street, Phoenix, Arizona 85020, and Christopher Ferman ("The Employee")

The Employer is engaged in the business of a Charter School and desires to have the services of the Employee. The Employee is willing to be employed by the Employer.

Therefore the parties agree as follows:

1. Employment. Employer shall employ the Employee to work in the school, and to perform such other duties as may be assigned by the principal, for the 2024-25 school year, Governing board policies, administrative regulations and procedures now in force may be legally modified in the future. Employee further agrees to follow the orders of the principal. Employee accepts and agrees to such employment, subject to general supervision, advice and direction of Employer and the Employer's supervisory personnel. Contractor shall also perform (i) such other duties are customarily performed by an employee in a similar position, and (ii) such other and unrelated services and duties as may be assigned to employee from time to time by Employer, including playground duties and monitoring study hall. While the Employer relationship is considered "at will" because Arizona is a right to work state and union membership is not required, Employee is still expected to fulfill the school year contract or give a two-week notice. Failure to give proper notice will result in a penalty equal to 1 week of the current salary/hourly being earned being deducted from Employees final paycheck.

2. BEST EFFORTS OF Employee. Employee agrees to perform faithfully, industriously, and to the best of the Employee's ability, experience and talents, all of the duties that may be required by the express and implicit terms of this agreement, to the reasonable satisfaction of Employer. Such duties shall be provided at such place as the needs, business or opportunities of the Employer may require from time to time.

3. COMPENSATION OF EMPLOYEE. As compensation for the services provided by Employee under this Agreement, Employer will pay \$ 32.00 (Thirty Two Dollars) per hour. Employee Hours 8:00am to 1:00pm daily (Monday thru Thursday). A bi-weekly timecard will need to be filled out and turned into the office Monday Morning of the pay-week in order to receive compensation.

4. REIMBURSEMENT FOR EXPENSES IN ACCORDANCE WITH EMPLOYER POLICY. The Employer will reimburse Employee for "out-of-pocket" expenses in accordance with Employer policies in effect from time to time.

5. CONFIDENTIALITY. Employee recognizes that Employer has and will have information regarding students and school affairs and other vital information which are valuable, special and unique assets of

Initial Page



the Employer. Employee agrees that the contractor will not at anytime or in any manner, either directly or indirectly, divulge, disclose or communicate in any manner any information to any third party without prior written consent of the Employer. Employee will protect that information and treat it as strictly confidential. A violation by Employee of this paragraph shall be a material violation of this agreement and will justify legal and/or equitable relief.

6. UNAUTHORIZED DISCLOSURE OF INFORMATION. If it appears that employee has disclosed (or has threatened to disclose) information in violation of this Agreement, Employer shall be entitled to an injunction to restrain employee from disclosing, in whole or part, such information, or from providing any services to any party whom such information has been disclosed or may be disclosed. Employer shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

7. CONFIDENTIALITY AFTER TERMINATION OF EMPLOYMENT. The confidentiality provisions of this Agreement shall remain in full force and effect for a one year period after the termination of employee employment.

8. SICK LEAVE / PERSONAL BUSINESS. Full time non-certified teaching employees will be provided with 10 sick days per year with no carry over to the next year. Sick days will increase to 11 after working for 3 years. Full time non-teaching will be credited with nine sick days per year with no carry over to the following year. Sick days will be increased to ten after working 3 years and to 11 after working 5 years. Part-time non - certified will be credited with 3 sick days each year (no carry over).

9. OTHER BENEFITS. All Employees working more than twenty hours per week must participate in the Arizona State Retirement System, which has matching funds from the Employer for retirement and long term disability benefits.

10. CONTINUING EDUCATION. We encourage all Employees to attend seminars and college level courses to increase their effectiveness in the classroom. Some funding is available through grants and professional development, however all classes must be approved through administration prior to registration. Any Employee receiving funding for education must agree to continue their contract for the following fiscal year. Should the Employee, for any reason, be unable or unwilling to continue their employment, the funds advanced for their courses will be repaid to the school before their final paycheck is issued.

11. TERM/TERMINATION. Employee's employment under this agreement shall be for the 2024-25 school year. This Agreement may be terminated by either party upon fourteen days written notice. If Employee is in violation of this Agreement, Employer may terminate employment without notice and with compensation to Employee only to the date of such termination. The compensation paid under this Agreement shall be the Employee's exclusive remedy.

12. COMPLIANCE WITH EMPLOYER'S RULES. Employee agrees to comply with all of the rules and regulations of Employer.

Initial Page



13. RETURN OF PROPERTY. Upon termination of this Agreement, the Employee shall deliver all property (including keys, records, notes, data, memoranda, models and equipment) that is in the employee's possession or under the employee's control which is the Employer's property or related to Employer's business. Such obligation shall be governed by any separate confidentiality or proprietary rights agreement signed by the employee.

14. ENTIRE AGREEMENT. This Agreement contains the entire Agreement of the parties and there are no other promises or conditions in any other agreement whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

15. AMENDMENT. This Agreement may be modified or amended, if the amendment is made in writing and is signed by both parties.

16. SEVERABILITY. If any provisions of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provisions of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed and enforced as so limited.

17. WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

18. APPLICABLE LAW. This Agreement shall be governed by the laws of the State of Arizona.

FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

By: _____

Dr. Cindy Franklin, Curriculum Director

AGREED TO AND ACCEPTED THIS

DATE: March 02, 2024

Employee: _____
By: _____