

## AT-WILL EMPLOYMENT AGREEMENT 2026-2027

Date: \_\_\_\_\_, 2026

This At-Will Employment Agreement (“Agreement”) is entered into by and between The Accelerated Schools (“School”) and \_\_\_\_\_ (“Employee”) subject to the following terms and conditions.

**1. Commencement of Employment.** Employee’s employment with School under this Agreement will commence on July 1, 2026, and may continue until June 30, 2027, unless Employee’s employment is terminated by either Employee or the School as both Employee and the School have the right to do, with or without cause, and with or without notice, pursuant to the at-will employment provision set forth below.

**2. Position and Duties.** Employee will be employed by the School as \_\_\_\_\_ and will report to and perform duties as directed by \_\_\_\_\_, or the Chief Executive Officer or designee. As \_\_\_\_\_, Employee’s basic duties will include, but are not limited to, the duties described in the attached Exhibit “A”, which is incorporated herein by reference and may be modified from time to time. In order to adjust to the needs of and/or changes to the School’s educational program or overall operations, the School may, in its sole discretion, add to, remove or otherwise modify job duties and responsibilities, or reassign Employee to an alternate job position. Employee pledges to be devoted to the faithful discharge of the duties of the \_\_\_\_\_ position and to perform such duties actively and industriously, to the best of Employee’s abilities and in the best interest of the School.

At least once each year, your Supervisor will meet with you to review your goals, success criteria, and performance. Employees are expected to perform the duties of the position in a competent, honest and good faith manner, and shall devote full-time efforts towards notable progress of the Board Goals: 1) All students in Grades K-2 will be reading at grade level; 2) All students in Grades 3-8; Grades 9-12 will be growing at least a year’s growth each academic year; 3) All students in Grades 9-12 will graduate in 4 years college and career ready. Your specific contributions and success criteria toward progress on these goals will be outlined with your supervisor. The annual evaluation will be confirmed in written summary form.

### 3. Compensation and Work Hours.

- A. Salary.** As compensation for all of Employee’s services, Employee shall be paid an annual salary of \$\_\_\_\_\_ payable in accordance with the School’s normal payroll practices for any pay period(s) during which Employee works at the School. Employee’s wages shall be subject to applicable withholding requirements and deduction of any such sums as may be agreed upon between Employee and the School. Employee is only entitled to the salary that Employee earned, based upon the time period in which Employee was employed in the position referenced above. This is an exempt position. Certificated or Classified Salaried work calendar of 12 months.
- B. Work Hours.** The School’s regular business hours are from 7:30 a.m. to 4:00 p.m. and employees are generally expected to be working during these hours. Employee’s exact schedule and working hours shall be defined by Employee’s supervisor and/or the Chief Executive Officer or designee and may vary according to the needs of the School.

**4. Benefits.** Employee shall be entitled to benefits as described in the Personnel Policies Handbook as in effect from time to time, subject to eligibility requirements. In addition, the Employee shall be entitled to Medical, Dental and Vision Insurance for employee and all dependents and Employee Life Insurance.



**5. California State Teachers' Retirement System ("CalSTRS") Reporting.** For purposes of reporting to CalSTRS, the Employee is assigned to perform creditable service for multiple charter schools operated by TAS, with the total full-time equivalent ("FTE") assignment allocated across the following schools:

- |    |  |         |
|----|--|---------|
| a. | <b>Accelerated Charter Elementary School</b> | 0.x FTE |
| b. | <b>The Accelerated School</b>                | 0.x FTE |
| c. | <b>Wallis Annenberg High School</b>          | 0.x FTE |

Each school noted above shall report the creditable service and creditable compensation attributable to the Employee in the proportion for each school as outlined above, in accordance with CalSTRS laws, regulations, and employer directives. The allocation of compensation is intended to reflect the Employee's assignment and may be adjusted prospectively to ensure accurate reporting and compliance with CalSTRS requirements.

This allocation of the Employee's FTE and compensation across schools is solely for CalSTRS reporting and internal administrative purposes. The Employee remains a single employee of TAS and is paid a single, predetermined salary when considered in the aggregate. Nothing in this Agreement shall be interpreted to divide the Employee's salary into separate components for purposes of wage and hour compliance or to create separate employment relationships with any individual school.

**6. Employment At-Will.** The employment relationship between the School and Employee is employment at-will. Both Employee and the School are free to end Employee's employment with the School at any time, with or without cause, and with or without notice. No one shall have any authority to enter into an employment agreement—express or implied—with Employee providing for employment other than at-will, except for the Chief Executive Officer pursuant to written agreement signed by both the Chief Executive Officer and Employee.

**7. Consent to Recordings and Publications.** To ensure legal compliance as required under Civil Code §3344 and FERPA, Employee consents to the School photographing and/or recording video, audio, and still image captures of Employee, including, but not limited to, while on campus and during School events, activities, class sessions, professional development, trainings, and meetings held on or off campus in person, by video-conferencing, by remote platform, or by other means. Employee consents to the School's use of Employee's name, voice, signature, photograph and likeness, in any and all School publications or promotions in any media whatsoever for any period of time that may extend beyond the length of employment and without additional compensation to Employee.

**8. Compliance with School Policies and Procedures.** Employee agrees to read, be subject to, and comply with the School's rules, policies, and procedures, as all may be modified by the School in its discretion from time to time. In addition, your acceptance of this appointment is subject to the policies and procedures of The Accelerated Schools Board of Trustees regarding cooperation with the administration: loyalty to the school and its mission; efficient performance of duties; worthy and exemplary conduct; agreement and compliance with the procedures, policies, principles and standards for Charter School Faculty as outlined in part in the current and amended Personnel Policies Handbook.

**9. Confidential Information.** Employee will hold all confidential information obtained in the course of Employee's employment in trust and confidence, and will not use or disclose the confidential information, or allow the confidential information to be used or disclosed, except as may be necessary in the performance of Employee's duties. Confidential Information includes, without limitation, non-public personal information about School employees, students, student families, volunteers, donors, and alumni, as well as the School's business, proprietary, or other non-public information. Employee understands that this confidentiality provision does not prohibit Employee and other employees from exercising protected rights, including the right to disclose or discuss terms and conditions of their employment, such as their wages and working conditions. These obligations shall survive the expiration or termination of Employee's employment and shall be fully enforceable thereafter.



**10. Return of School Property.** Employee agrees that, upon termination of employment, Employee shall promptly return to the School all School property, including, but not limited to, School files, records, electronic devices, documents, equipment, keys and passwords, in Employee’s possession or thereafter may come into Employee’s possession, with the exception of the Personnel Policies Handbook and other documents comprising the School’s rules, policies, and procedures, which Employee may keep. Employee further agrees that, upon termination of employment, Employee shall promptly delete any School related information from Employee’s personal electronic devices (*e.g.*, computer, laptop, tablet, smartphone, etc.).

**11. Governing Law.** This Agreement has been negotiated and entered into in California and shall be governed by, construed, and enforced in accordance with the laws of California.

**12. Severability, Modification, Amendment, Waiver, and Construction.** If any court of final jurisdiction holds any provision(s) of the Agreement invalid or unenforceable, it is the intent of the Parties that all the other provisions of the Agreement be construed to remain fully valid, enforceable and binding on the Parties. No modification or amendment of any of the provisions of this Agreement shall be effective unless approved in writing and signed by the Chief Executive Officer and Employee. The failure of Employee or the School to enforce any of the provisions of this Agreement shall in no way be construed as a waiver of such provisions and shall not affect the right of either Party thereafter to enforce each and every provision hereof in accordance with its terms. This Agreement shall not be construed more strongly against either Party regardless of who is responsible for its preparation.

**13. Entire Agreement.** This Agreement supersedes any and all agreements, either oral or in writing, between the Parties and contains all the covenants and agreements between the Parties with respect to the employment of Employee.

**For The Accelerated Schools:**

\_\_\_\_\_  
Jesse Melgares, Chief Executive Officer

**I hereby accept all terms and conditions of the above Agreement, and I hereby affirm that I have not obtained employment through any false representation, or knowingly withheld any facts or circumstances that would, if disclosed, affect my employment. I understand that all agreements, rights and/or benefits will be invalid if obtained by or through misrepresentation of any material fact.**

\_\_\_\_\_  
Employee Signature

Dated: \_\_\_\_\_