

MITCH Charter School

Code: CBC
Adopted: 7/20/23

Executive Director's Contract

The executive director, upon appointment by the Board, will receive a written contract which will state the terms of employment such as compensation, benefits and other conditions.

The Board may not enter into an employment contract that contains provisions that expressly obligate the public charter school to compensate the executive director for work that is not performed.

Provisions for termination of the executive director's employment, either by the Board or the executive director, conditions of employment resignation, and duration of the contract¹ will also be set forth in the employment contract. The contract will automatically expire at the end of its term. The Board may, however, at its discretion, vote annually to extend the contract by its term so as to extend the expiration date of the contract.

The compensation and benefits for the position of executive director will be determined by the Board, based upon the responsibilities required of the executive director in performing their duties and by obtaining comparable compensation data from similar positions at similar charter schools, school districts or nonprofit organizations to satisfy the requirements for 501(c)(3) organizations to pay "reasonable compensation". Compensation will be approved by the Board (excluding any director who has a conflict of interest) in advance of paying the executive director. The Board will document its decisions on approving compensation[including the comparable data.

The public charter school may provide health benefits for an executive director that is no longer employed by the public charter school until the executive director:

1. Reaches 65 years of age; or
2. Finds new employment that provides health benefits.

For a period of one year after termination of the contract, the executive director may not:

1. Purchase property or surplus property owned by the public charter school; or
2. Use property owned by the public charter school in a manner other than the manner permitted for the general public.

END OF POLICY

¹ Contract terms will be decided by the Board and will not exceed five years. A contract will automatically expire at the end of its term.

Legal Reference(s):

[ORS 338.115\(2\)](#)

[ORS 342.549](#)

Cross Reference(s):

CBB - Recruitment and Appointment of the Executive Director