

BENJAMIN BANNEKER

CHARTER PUBLIC SCHOOL

A K-6 SCIENCE TECHNOLOGY ENGINEERING & MATHEMATICS SCHOOL

LETTER OF ACCEPTANCE

May 1, 2015

Dear XXXX,

It is with incredible excitement that I write this letter and offer you a **returning** position at Benjamin Banneker Charter Public School (the "School", "the Employer"), as our **Teacher, Grade X at a STEP of M9 for the 2015-2016 school year**. I have no doubt your contributions will make a profound and lasting impact of providing Cambridge and local youth, regardless of race, culture, language or socioeconomic status with a high quality education. We believe by working together as a community, we will successfully educate the whole child.

This offer is contingent upon the satisfactory completion of applicable background, reference checks, and confirmation of eligibility for employment in the role being offered to you.

Your Compensation Information:

Your service will commence **July 1, 2015 and concludes June 30, 2016**. You will be required to work no less than **191** days during the 2015-2016 school year. You will earn wages at the bi-weekly rate of **\$x (annualized at \$x)**. Your compensation will be subject to adjustment from time to time. Your position is an **exempt, full-time, salaried** role. Your employment benefits are set out in the Employment Handbook and are subject to change at any time.

You are required to comply with all school policies and procedures. The Employee Handbook may be found on the School's Business Office website and revisions are subject to change, with or without notice. Your employment with BBCPS will be "at will," meaning that either you or BBCPS may terminate your employment at any time and for any reason, with or without cause. Although your job duties, compensation and benefits, as well as the School's personnel policies, procedures and practices, may change from time to time, the "at will" nature of your employment may only be changed by an express written agreement approved by the Board of Directors.

All offers and appointments to the position of **Teacher** are subject to Benjamin Banneker's financial condition, enrollment, and programmatic changes. In case any provision of this agreement shall be invalid, illegal or otherwise unenforceable, the validity, legality and enforceability of the remaining provisions shall in no way be affected or impaired thereby. The resolution of any disputes under this letter will be governed by Massachusetts law.

We look forward to you joining Benjamin Banneker's Team!

Sincerely,

Executive Director

Please sign and date to signify your acceptance of this offer for employment

Date