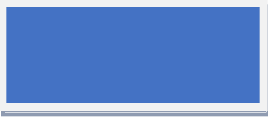




July 13, 2021



Dear [Redacted]

I am pleased to approve your appointment as the [Redacted] with the Renaissance Charter Public School (BRCPS). Your assignment for the 2021-2022 school year is as follows:

**Appointment Date:** 8/26/2021 unless otherwise instructed by your direct supervisor.

**Position:** [Redacted]

**The Employee's work year:** Could be up to 190 workdays in accordance with a schedule to be determined by the Head of School

**Salary Placement:** \$ [Redacted]

The Employee hereby acknowledges and agrees that the Board has been granted a charter (the "Charter") by the Commonwealth of Massachusetts to operate a public school in the City of Boston. The Employee understands and agrees to use his/her best efforts to achieve the goals of the School, and to cooperate fully with the Head of School in the implementation of the terms and provisions of the Charter. The Employee also understands that he/she is accountable to the Head of School, and through the Head of School to the Board, for implementation of the Charter's terms and provisions. At all times, the Employee agrees to maintain a culture that is intellectual, respectful and nurturing of students in a confidential environment.

This offer of employment is expressly conditioned upon receipt of an official college transcripts and of a satisfactory Criminal Offender Record Information ("CORI") report and the National Fingerprint-based Criminal Background Checks. An unsatisfactory CORI and Fingerprinting reports will constitute grounds to terminate your employment.

**EVALUATION**

The Head of School and/or his designee will, on behalf of the Board, observe and evaluate the Employee. The Employee understands and agrees that his/her performance shall be subject to the School's performance appraisal process as set forth in the Employee Handbook and/or Teacher Handbook. The Employee understands and agrees that the School's performance appraisal process is designed to encourage the Employee's professional growth and promote greater accountability.

**BENEFITS**

The Employee will receive such insurance benefits as are offered by the School. The Employee understands and agrees that the nature and scope of such benefits, including but not limited to eligibility, coverage amounts, deductibles and carriers, are subject to modification or termination at the sole discretion of the School or the respective insurance carriers. Detailed descriptions of the benefit packages offered by the School can be found in the Summary Plan Descriptions provided to the Employee and in the current plan documents.

To acknowledge receipt and acceptance of this Agreement as described above, please print and sign and return the original copy of this letter to Human Resources within five (5) days of its receipt.

Sincerely,

*Alexandra Buckmire*

Alexandra Buckmire  
Head of School

**ACKNOWLEDGMENT AND ACCEPTANCE**

This acknowledgement is not a contract for employment. I further acknowledge my employment with the Boston Renaissance Charter Public School is strictly "at will." Any oral or written statements made to the contrary are hereby expressly disavowed and should not be relied upon.

Print Your Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date \_\_\_\_\_