

Lewis Center for Educational Research

**BP 2121: ADMINISTRATION
 PRESIDENT/CEO EMPLOYMENT AGREEMENT**

Adopted: September 5, 2002

Revised: June 8, 2015

The Foundation Board of Directors ("Board") shall employ a Chief Executive Officer ("CEO") for a period of two years by entering into a Fixed Term Employment Agreement ("Agreement") The Agreement will define the employment relationship, duties and expectations of both the CEO and the Board to include but not limited to term and work schedule, compensation and benefits, duties, employment requirements, conflicts of interest, proprietary information, termination provisions, severance amount and indemnifications. The Board reserves the right to terminate the Agreement with cause as outlined in the Agreement to include but not limited to breach of the Agreement, any grounds enumerated in the Board policies and procedures, employee handbook, charter documents and bylaws, or the Employee's failure to perform his/her duties as set forth in the Agreement, as defined by law, or as specified in the job description.

The Board shall not terminate the Agreement for cause, until a written statement of the grounds for termination has first been served upon the CEO, that shall be supported by a statement of all relevant facts. The CEO shall have the right to a representative of his choice at the properly posted closed session of the Board. Termination requires a 2/3 vote of the Board, consisting of a legal quorum, as described in the Bylaws and Agreement. The conference with the Board shall be the CEO's exclusive right to any hearing otherwise required by law.

The Board shall evaluate the CEO's performance early enough to ensure compliance with this notice requirement and any requirements of the existing contract.

The Board also reserves the right to terminate the Agreement without cause or advance notice for any number of reasons as stated in the Agreement to include but not limited to death or incapacitation of employee, revocation/non-renewal of charter, effect of merger, transfer of assets or dissolution, request of termination by employee.