

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is entered into as of July 1, 2022, by and between Lycée Français de la Nouvelle Orleans, a Louisiana non-profit corporation, ("Employer" or "School"), and Chase McLaurin, an individual resident of Orleans Parish, Louisiana ("Chief Executive Officer" or "CEO").

1 Employment Term and Duties.

(a) Unless CEO's employment is terminated at an earlier date, this Agreement shall continue in full force and effect from the effective date entered above until June 30, 2023, subject to the provisions governing early termination of this Agreement contained herein.

(b) CEO shall devote substantially all of his business time, energy and skill to performing services for the Employer, provided that CEO may participate in civic organizations as long as it does not interfere with his responsibilities hereunder. CEO shall take direction and perform all tasks assigned by the School Board of Directors.

2. Compensation and Benefits.

(a) Employer shall pay to CEO a salary at the rate of \$165,000 per year payable in equal bi-weekly payments or such other payment schedule agreed to by the Parties.

(b) CEO shall be enrolled in all benefit plans provided to employees of the School, including any short or long term disability plans established and workman's compensation.

(c) Employer shall also provide CEO a reimbursement of reasonable costs for telecommunications services.

(d) CEO will follow the vacation time and holiday policy contained in the Employee Handbook established by the School.

(e) Well documented, customary and reasonable business expenses associated with CEO's employment will be reimbursed when approved in advance by the Board of Directors.

3. Termination of Employment.

(a) CEO's employment will terminate immediately upon CEO's death, or if CEO is rendered incapable because of physical or mental illness of satisfactorily discharging his duties and responsibilities under this Agreement.

(b) Employer may terminate CEO's employment for cause. "Cause" means (i) CEO's willful and continued failure to perform his duties under this Agreement (other than any such failure resulting from disability as specified above); (ii) the School Board of Directors



LYCÉE FRANÇAIS
DE LA NOUVELLE-ORLÉANS

determines in good faith that CEO has engaged in misconduct; (iii) CEO is found or pleads guilty to having committed a criminal act (other than traffic violations or misdemeanors punishable solely by the payment of monetary fines); or (iv) the School Board of Directors determines in good faith that CEO has materially breached his obligations under this Agreement.

(c) Employer, in its sole discretion, may terminate CEO's employment other than for death, disability or cause upon giving CEO 90 days advance written notice of its intention to terminate. CEO in his sole discretion may terminate his employment subject to providing at least 90 days advance written notice.

4. **Miscellaneous.**

(a) This Agreement will be binding upon the School and any successors or assigns.

(b) This Agreement will be governed by and interpreted in accordance with the laws of the State of Louisiana.

IN WITNESS WHEREOF, the parties have executed this agreement as of the ___ day of _____, 2022.

ACCEPTED:

APPROVED:

Dr. Chase McLaurin

Matthew Moreland, LFNO Board President

DATE

DATE