Date Issued: 05/21/2025
Date Returned: 05/24/2025

LISA ACADEMY
AT-WILL EMPLOYMENT AGREEMENT

PARTIES:

LISA ACADEMY, an Arkansas, public open-enrollment charter school (hereafter "Employer"; M. FATIH BOGREK (hereafter "Employee"), agrees as follows:

EMPLOYMENT:

"The party of the first part - LISA ACADEMY" agrees to employ M. FATIH BOGREK - "the party of the second part" on the following conditions:

SERVICE:

The party of the first part agrees to employ the party of the second part on the following conditions:

Position: SUPERINTENDENT / CEO

Duties subject to stipend:	See Salary Calculation Table
Additional Duties:	
Duty (1) Meet Your Teacher	included in the contract
Duty (2) Parent Info Night	included in the contract
Duty (3) One more school or District Event (Such as: Saturday Science Fair, Math Tournament, Fall Fest, Spring Fest, Halloween Party…)	included in the contract

TIME:

Subject to at-will termination of this Agreement by either party, the time period covered by this Agreement is: 2025-2026 school year. The 2025-2026 school year is scheduled for 215 days, from 07/08/2025 to 06/09/2026 subject to change by Employer.

COMPENSATION FOR SERVICES:

Annual total compensation under this Agreement is $160,000.00 to be paid in monthly installments, plus a 1-time bonus of $5,000.00.

OTHER TERMS AND CONDITIONS:

1. Employee acknowledges and agrees that s/he is an employee at-will under this Agreement. As an at-will employee, Employee may resign his/her employment at any time, for any reason. Likewise, Employer may terminate Employee at any time for any reason or for no reason, with or without cause. The parties understand and agree that the assignment of Employee to a position with a stated wage or salary paid per week, month or year does not create a contract or entitlement for a fixed term or for wages during this Agreement, or any period thereafter. During the period of this Agreement, Employee shall work, as assigned by Employer, according to the hours and dates set by the School Calendar, or adopted by Employer for the school year, and subject to additional assignments from time to time made by Employer.

2. Exempt employees will be paid on a monthly basis. An exempt employee's salary as stated herein or as described in the adopted salary range is considered to include consideration and compensation for in-service days, meetings, training, conferences, any additional duties, responsibilities, tasks, and assignments as assigned or directed. Exempt employees shall have no right to any additional or supplemental compensation or stipend for work for additional duties, responsibilities, tasks, or assignments.

3. If the job position to which Employee is assigned or reassigned is an exempt position under the Fair Labor Standards Act, Employee may be required to work more than 40 hours in a work week without receiving additional compensation. The nature of Employee's position may also necessitate work on the weekends, in the evening, and/or at off-campus locations. During the Term of Agreement, unless terminated by either Party as set forth below, Employee shall be entitled to leave and benefits in accordance with Employer's policies, as may be amended from time to time.

4. Employee shall be employed subject to assignment, reassignment, additional duties, and changes in responsibilities, transfers or reclassifications of positions or duties at the sole discretion of Employer or Employer's designee, at any time.

5. Employee shall work to the best of his/her skill and ability and shall discharge the duties required or assigned by his/her supervisors and by Employer's policies, rules, administrative directives, regulations, state and federal law, and job description(s), as are in effect at the inception of this Agreement, or as may be amended or adopted by Employer from time to time during the term of this Agreement at Employer's discretion. Employee shall exemplify the highest standards of professional conduct and commitment at all times.

6. Employer has not adopted any policy, rule, regulation, law, or practice providing for tenure or continued employment. No right of tenure, right of renewal, employment obligation, other expectancy, including but not limited to a right of continued employment, or a claim of entitlement, is intended or created by this at-will Agreement.

7. Except as otherwise required by law, if Employee resigns or abandons the performance of his/her duties, s/he shall not receive his/her last salary payment until all reports, records, school equipment, or other required items, the property of Employer, are properly submitted or returned to Employer.

8. Employee is responsible for providing background information and work history, service records, teaching credentials, and/or other records required by Employer as a condition of employment or by law. A false statement in the employment application or in information provided by Employee and/or misrepresentations, or omissions of requested information, may result in Employee's immediate termination, which may be considered misconduct connected with the work and grounds for termination.

9. Employee understands that state law requires criminal history background checks be performed for employment with Employer. To this end, employment is contingent upon Employee having executed a separate background check authorization and the completion of a satisfactory background and criminal record check under applicable state law, and as determined by Employer. Employee understands and further authorizes background and criminal history checks to be conducted and/or updated by Employer at Employer's discretion. Employee understands and agrees that employment is conditioned on Employee executing Employer's required employment forms and acknowledgments.

10. This Agreement supersedes all prior agreements and representations concerning employment of

Employee. Neither this Agreement nor amendments to this Agreement shall be binding unless authorized by Employer in writing and signed by both parties.

11. If additional page(s) is/are attached to this agreement, such as a job description, improvement plan, list of expectations, etc... by the principal, it/they will be considered as part of this Agreement and may be changed unilaterally by Employer at any time.

12. LISA Academy Arkansas Hybrid School staff may be required to travel to satellite or campus learning centers regularly or based on the needs. Travel costs will be paid based on the regulations set forth by Employer.

13. LISA Academy Arkansas Hybrid School staff may be required to work one hour from 7:00 PM to 8:00 PM from home 3 days a week. Detailed work hours can be found in staff handbook.

14. Employee acknowledges that Employer reserves the right to revise the compensation listed herein in accordance with LISA Academy's salary schedule.

15. Anticipated leave (PTO) cannot be used in the following days except in extenuating circumstances as determined by the Superintendent, Director or Principal:

- The day before a school holiday.
- The day after a school holiday.
- Days scheduled for end-of-semester or end-of-year exams.
- Days scheduled for state mandated tests.
- District norm-reference testing days.
- Professional or staff development days.
- The last two weeks of the academic year.
  *District Office employees may be exempted from these circumstances except professional and staff development days.

I have read this Agreement, understand it and agree to abide by its terms and conditions:

Employee's Name-Printed : M. FATIH BOGREK

Employee's Signature : M. Fatih

Date : 5/21/2025

Employer's Name-Printed/Title : CYNTHIA S. DAWSON, Board President

Employer's Signature : Cynthia S. Dawson

Date : May 21, 2025

LISA Academy Superintendent Performance Target

May 21, 2025

The parties shall memorialize by separate agreement performance targets based on the achievement of mutually agreed goals as set forth in Ark. Code. Ann § 6-17-123. Failure of Superintendent to meet any performance target is not a material breach the Superintendent contract but will be reviewed by the Board during the Superintendent's evaluation.

1. **District Level Student Achievement**

Based on the District's 2024 Report Card, the percentage of District students who tested ready or exceeding grade level for ELA on ATLAS was 37.5% and for Math was 37.0%. The Superintendent is given the performance target to increase the percentage of District students who test ready or exceeding grade level for both ELA and Math on the ATLAS to 40% over the next three years.

2. **District Level Graduation Rate**

Based on the District's 2024 Report Card, the four-year cohort graduation rate across the District is over 95% percent. The Superintendent's performance goal is to maintain this percentage, over the next three years.

3. **School (building) Level Achievement for each 'C,' 'D' or 'F' school**

Based on the District's 2024 Simulated Letter Grades:

- LISA Academy West Elementary School: C
- LISA Academy West Middle School: C
- LISA Academy Hybrid School: C

The Superintendent's performance goal is to raise the letter grade designation by at least one letter designation in each school currently receiving a 'C,' 'D' or 'F' letter grade designation over the next three years.

Cynthia D. Dawson