



Date: June 30, 2023

Dear John,

Welcome to Austin Achieve Public Schools! The board of directors is pleased to forward this **Offer of Employment** to join the AAPS staff for the 2023-24 school year.

This offer is contingent on an acceptable criminal history record and background check.

This offer includes a competitive annualized salary based on your educational background, experience, and active certifications that you hold. You are eligible for benefits and Paid Time Off (PTO). Your salary and PTO will be prorated to reflect the actual number of days that you work during the school year. Additional details regarding compensation, PTO, and employment are available in the 2023-24 Employee Handbook. The Employee Handbook may be amended as needed by the school without notice.

AAPS recognizes that its employees and their contributions are at the core of our success and our ability to achieve our mission. We find that these benefits, combined with the value and meaningfulness of our work, support the things that are most important to all at AAPS. Please refer to the information below for the details of your offer.

2023-24 Position Offered: CEO

Pay Band: N/A

Years of Experience: 13

School Year: 2023-2024

Start Date: 07/01/2023

Total Work Days: 234

Base Salary: \$213,200

Enhancements: TBD

Total Salary: \$213,200

Sincerely,

A handwritten signature in black ink, appearing to read "BiNi Coleman".

BiNi Coleman

Board Chair, Austin Achieve Public Schools

Acceptance

To indicate your acceptance of this offer, please sign and return this letter. You should retain a copy of all offer-related documents for your records.

Please note that this Offer of Employment is at-will. Nothing in this letter is intended to alter your at-will employment status. This means that either you or the school may terminate the employment relationship at any time, with or without cause, and with or without notice.

I have carefully read this offer of employment and I understand and accept the terms contained within.

Returning Employee: John Armbruster

Signature: 

Date: 8-20-24