

STAFF CONTRACT FOR THE BLUE MOUNTAIN SCHOOL, INC.
2001-2002

1. PARTIES: This contract is made between The Blue Mountain School, Inc. (henceforth referred to as “the school” or “the corporation”), 76132 Blue Mountain School Road, Cottage Grove OR 97424, and _____, henceforth referred to as the ”staff member”) this _____ day of _____, 2001.

2. SERVICES:

The staff member agrees to work at the school _____ hours per week, primarily during school hours, beginning the week of August 20 and continuing during weeks when the school is open and including 1 working day after the school closes in June 2001.

The duties of the staff member include but are not limited to:

- working in accordance with the stated philosophy of the school, stressing the importance of freedom, respect for others, accountability for one’s own actions and holding others accountable for their actions.
- responsibility for exercising leadership and carrying out the work of the school as necessary to insure that the school runs professionally and safely.
- working to provide an environment that allows students to pursue their interests.

In addition the staff member is expected to behave professionally, to model responsible mature behavior, and to put the needs and well being of the school as over personal preferences of individuals or factions within the community. If the staff member has a conflict with another staff member that cannot be resolved in other ways, the staff member should seek assistance from the Assembly Staffing Advisory Committee

The staff member is expected to attend weekly staff meetings, and monthly “How are we doing” meetings.

If at any time the staff member is unable to comply with the terms of this contract, the staff member shall consult the Assembly Staffing Advisory Committee.

3. COMPENSATION: The school will pay the staff member \$_____ per month for the months of September 2000 through June 2001. The staff member will be paid at the end of each month. (At the option of the staff member, and by arrangement with the Financial Management Clerk of the school, the total may be disbursed in 12 equal monthly payments starting at the end of September 2000 and continuing through the end of August 2001.)

On days that a staff member would ordinarily be expected to work, but the school is closed, the staff member will nevertheless be paid. These include some holidays and some of the South Lane School District’s “in service” days.

The school will supply \$_____ annually to be used for health insurance. If the staff member does not wish the school to use this money for that purpose, it will be added to the staff member's compensation (in which case it becomes taxable income).

4. WORK ATTENDANCE: The school will provide one week sick leave / personal time. The staff member shall make his or her best possible effort to notify the Attendance Clerk as soon as possible if he or she needs to take a sick day. Individual personal days must be arranged in advance with the Attendance Clerk.

When the staff member has been required, as part of his or her work for the school, to spend excessive amounts of time outside of school hours doing work for the school, the staff member may schedule, subject to the advance approval of the Attendance Clerk, time off from his or her regularly scheduled days in compensation. This shall be subject to review by the School Meeting, and the attendance clerk may, at his or her discretion, refer this matter to the School Meeting or the Assembly Staffing Advisory Committee.

5. SPECIFIC RESPONSIBILITIES: The staff member will submit a signed addendum to this contract to the Assembly President by August 27, 2001. This addendum will be prepared in consultation with the rest of the staff, based on the list of staff responsibilities prepared by SPEC. The addendum will specify the areas of responsibility which the staff member agrees to take on, and will include brief descriptions of the staff member's understanding of what those responsibilities entail.

6. SIGNATURES:

Staff member: _____

Assembly President: _____