



## Agreement of Employment- My Time Kids Academy

My Time Kids Academy (hereinafter called MTKA) and \_\_\_\_\_ (hereinafter called EMPLOYEE) agree to the following conditions of employment.

The EMPLOYEE reports to the Directors of My Time Kids. The EMPLOYEE is to help create a warm, nurturing, loving, and safe learning environment for the development of the whole child, where self-concepts are enhanced, independence is encouraged, and individuality is respected.

1. The term of this agreement is \_\_\_\_\_ until May 31, 2025.
2. It is further mutually agreed that MTKA shall offer the EMPLOYEE a new contract of employment for the ensuing year on or before July 30, 2025, unless MTKA gives the EMPLOYEE written notice of its intention not to re-employ the employee on or before July 30, 2025.
3. The EMPLOYEE agrees to serve MTKA for the number of days in the official MTKA calendar and to perform other duties assigned by the administrator; and to work cooperatively with the staff, faculty and administration of MTKA.
4. The EMPLOYEE shall devote planning time and out-of-class time to curriculum- development, to sponsoring student activities, and to other duties as assigned by the administrator.
5. The EMPLOYEE may be suspended or discharged for good cause as shall be determined in the exclusive discretion of the directors. It is specifically understood that good cause for discharge shall include but not be limited to: inadequacy of teaching, misconduct, neglect of duty, physical or mental incapacity, actions involving moral turpitude, violation of guidelines set within the Texas Childcare Minimum Standards, violation of the terms of this agreement or MTKA policies/ procedures handbook, or any conduct reflecting discredit upon MTKA or tending to impair the EMPLOYEE's usefulness in his/her capacity as an employee with MTKA.
6. MTKA employs the EMPLOYEE listed as an employee of MTKA at compensation confirmed with directors based on credentials, years with school, evaluations, and experience.
7. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the EMPLOYEE and MTKA. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between parties. Texas law shall govern this agreement in its performance and interpretation.

AGREED:

\_\_\_\_\_  
(Signature of EMPLOYEE)

\_\_\_\_\_  
(DATE)

AGREED:

\_\_\_\_\_  
(Signature of MTKA Administrator)

\_\_\_\_\_  
(DATE)