



FACULTY AGREEMENT

Regent Preparatory School of Oklahoma, Inc., an Oklahoma corporation, (“**School**”) enters this employment-at-will Faculty Agreement with: _____ (“**Faculty Member**”), who agrees to accept and diligently perform the duties of the position(s) of:

for the school year beginning August 26, 2013 and ending May 23, 2014, unless this employment is terminated earlier by School or Faculty Member as provided herein. The active period of duty is from August 13th (12th for first year teachers) through May 30, 2014.

Faculty Member agrees to begin completion of the continuing education courses offered by the School. The specific annual education requirements are outlined in another document, which is a part of this Agreement. Both Faculty Member and School recognize that the faculty continuing education program is in its developmental phase, but will require time outside of normal school responsibilities (possibly summer, weekend, or other special hours). It is agreed that completion of these courses and completion of the faculty reading list are conditions of Faculty Member’s continuing employment.

School agrees to pay Faculty Member for his/her services rendered during the term of this employment an annualized salary of \$_____, which is earned and payable monthly in 12 monthly installments on the fifteenth day of each month, subject to deductions as required by law, and other deductions, if any, authorized by Faculty Member. Faculty Member may be eligible for employee benefits provided by School from time to time. Such benefits may be withdrawn by School in its sole discretion at any time. Vacation days may not be converted to pay except with the written approval of School.

Faculty Member agrees: (a) to live an exemplary, Christ-like life; (b) to perform diligently and faithfully, under the supervision of the Headmaster, the services and duties prescribed for this position by School; (c) to adhere faithfully to the standards, policies, practices and procedures established by School from time to time, all of which are hereby made a part of this Agreement; and (d) to be loyal to the School and its mission.

Faculty Member has read the Doctrinal Statement of Faith of School within the last three months, subscribes to it without reservation, and affirms that his/her beliefs, teachings, and writings are in full agreement with the Doctrinal Statement and its system of doctrine. Faculty Member shall advise Headmaster of any area of disagreement or divergence from the Doctrinal Statement before signing this Agreement or immediately upon the occurrence of such disagreement or divergence arising after this Agreement is signed by Faculty Member.

This Agreement is for employment at will, which means that School may, in its sole discretion, terminate this Agreement and Faculty Member's employment at any time, with or without cause. Likewise, Faculty Member may terminate this Agreement and Faculty Member's employment at any time, with or without cause.

In the event of a dispute arising out of or related to this Agreement or Faculty Member's employment, Faculty Member and School each waives the right to bring the dispute to a court of law and agrees to bring the dispute before School's Board of Directors. The Board of Directors will review the matter and make a recommendation to Faculty Member and School regarding a solution to the dispute. If the dispute is not resolved by Faculty Member and School thereafter, then Faculty Member and School agree to attempt to resolve the dispute by mediation conducted by a third party mediator of Godly character mutually selected by the parties. Mediation will occur in Tulsa, Oklahoma within 30 days from the receipt by one party of written notice of request for mediation by the other party, unless another date is mutually agreed upon by the parties. The mediation will be conducted on the basis of this Agreement and Oklahoma law. Faculty Member and School shall each pay one-half of the Mediator's fee, if any, and that party's own legal fees and costs. In the event the dispute is not resolved by mediation, the parties agree to resolve the dispute by binding arbitration. Arbitration will occur within 30 days from the date of request by either party for arbitration, unless another date is mutually selected by the parties. The arbitration will be conducted in Tulsa, Oklahoma, before a single arbitrator of Godly character who is trained in employment law and is mutually selected by the parties. The arbitration shall be conducted in accordance with rules of the American Arbitration Association, as modified in this Agreement.. The mediation will be conducted on the basis of this Agreement and Oklahoma law. Any decision of the arbitrator shall be final and binding upon the parties. **THE PARTIES WAIVE THE RIGHT TO APPEAL OR OTHERWISE CHALLENGE THE DECISION OF THE ARBITRATOR.** Neither party shall be allowed expenses or fees in connection with the arbitration and the parties shall equally divide and pay the fees and costs of the arbitrator.

The Agreement is to be interpreted pursuant to Oklahoma law. It is binding when it bears the signatures of the Headmaster, representing School, and Faculty Member. Each party shall insert the date when that party executes this Agreement. Should any part of this Agreement be rendered invalid by a mutually-selected arbitrator, such invalidation will not invalidate the remaining portions thereof, and they will remain in full force and effect.

Date _____

Regent Preparatory School of Oklahoma, Inc.
By: Andrew D. Shapleigh, Headmaster

Date _____

Faculty Member

