



**Judy Perlmutter**  
*Founding Principal*

May 13, 2013

Tim Sneed  
91 Wollaston Street  
Springfield, MA 01119

Dear Tim:

I am very pleased to confirm our offer to you of the position of Executive Director with Baystate Academy Charter Public School (The "School"). Your official start date is June 24, 2014. Prior to the June 24<sup>th</sup> start date, you will work as a consultant as you transition into the position. Working at a rate of \$55 per hour, you will work a minimum of 56 hours between June 3<sup>rd</sup> and June 14<sup>th</sup>.

You will be an Exempt employee and your base salary will be at the bi-weekly rate of \$3750.00 (annualized at \$97,500.00), subject to applicable payroll deductions and required withholdings, and will be paid in accordance with the School's customary payroll practices.

You will also receive the same standard employee benefits, perquisites, and services as other full-time Exempt employees of the School receive.

You will be expected to be in the full-time employment of the School, to devote substantially all of your professional time and attention, and exert your best efforts to the performance of your duties, and to service the School diligently and to the best of your ability. You agree to abide by all School policies, practices and procedures and all legal/regulatory requirements as pertain to holding the position of a teacher in the Commonwealth of Massachusetts and under US federal law/regulation as may exist.

This letter is not, nor is it intended to be, a contract nor does it establish any contractual obligations of any type. You hereby acknowledge that your employment with the School is "at will" which means that either you or the School can end the employment relationship at any time, for any reason, or for no reason at all and this offer letter does not constitute a guarantee of employment for any specific period of time.

This offer of employment is contingent upon the following:

- Satisfactorily providing any information required by law, the Massachusetts Department of Elementary and Secondary Education, or the School.

**140 High Street, Room 1210**  
**Springfield, MA 01105**  
**phone: 413-794-7973 \* fax: 413-794-1891**  
**[www.bacps.net](http://www.bacps.net)**



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- That you have made written disclosure to the School of any conviction for a felony or an offense involving moral turpitude.
- That you are legally eligible to work in the US as documented on an I-9 form
- Receipt by the School of a CORI report which is satisfactory to the School, at the School's sole discretion.

I am very pleased that you will be leading our School and I am certain you will find your work to be both challenging and rewarding.

Congratulations!

Frank Robinson  
President, Board of Trustees  
Baystate Academy Charter Public School

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