

SCHOOL FOR INTEGRATED ACADEMICS AND TECHNOLOGIES

I. BACKGROUND

Since its inception, SIATech has relied upon and benefited from the experience and expertise of its employees to fulfill its mission. In that regard, as the organization has grown and evolved, SIATech has found the need to hire certain management employees (sometimes on a part-time basis) who possess a wealth of specialized knowledge and experience unique to SIATech's needs, but that in some cases have retired from the California public education system. Although beneficial to SIATech's mission, the employment of such individuals is often restricted due to California public education retirement rules and regulations. Therefore, the SIATech Board of Directors desires to adopt this policy to ensure that the Board has an opportunity to consider the necessity and organizational ramifications, if any, of such employment decisions on a case-by-case basis. This policy is in no way intended to alter or impact SIATech's mission, programmatic policies, or other operations of the organization.

II. POLICY

Commencing January 1, 2010, any person who has retired from the California public education system and wishes to be considered for new or continued employment with SIATech and/or NEWCorp at "Assistant Superintendent" level or equivalent and performing any work for SIATech (i.e., within the California public education system full- or part-time), that person may be employed for that position only after the approval of the SIATech governing board. The Superintendent/CEO shall present to the board his/her recommendation for the board's approval.

Prior to the end of September of every school year, the Superintendent/CEO shall provide the SIATech board an organization chart of SIATech's upper management, comprised of all individuals serving at the "Assistant Superintendent" level or equivalent, which shall indicate which, if any, are employed by NEWCorp. The board shall be notified of personnel changes in upper management at the next regular board meeting following such change.

DATE ADOPTED BY THE BOARD: March 9, 2010