

# Superintendent's Employment Contract

6/20/24

21<sup>st</sup> Century Public Academy  
Albuquerque, New Mexico

The Governing Council (GC) of 21<sup>st</sup> Century Public Academy, Albuquerque, New Mexico, herein called the GC, and Mary Tarango, herein called administrator agree:

1. The administrator shall be employed by the Governance Council (GC) for a period beginning July 1, 2024, through June 30, 2025 as the SUPERINTENDENT of 21<sup>st</sup> Century Public Academy, County of Bernalillo, New Mexico.
2. The administrator shall during the term of her employment faithfully perform the duties pertaining to her position, administer the duties assigned by the GC of 21<sup>st</sup> Century Public Academy, and abide by the rules and regulations of New Mexico Public Education Department and the GC of 21<sup>st</sup> Century Public Academy.
3. This contract and the parties hereto are and shall continue to be subject to applicable laws of the State of New Mexico and the rules and regulations of the department and governance council as they may exist. This contract may be canceled by the GC for cause, including unsatisfactory work performance, incompetence, insubordination, physical or mental inability to perform the required duties or for any other good and just cause, provided, that any such cancellation may be affected only in accordance with the New Mexico statutes and any applicable rules and regulations of the department and the GC.
4. This contract may also be canceled by the GC for cause not personal to the administrator when a reduction in personnel is required as a result of decreased enrollment or a decrease or revision of educational programs or insufficient legislative appropriation or authorization being made by the state and/or federal government for the performance of this contract, in accordance with New Mexico statutes and any applicable rules and regulations of the department and local board of education, provided there is no other position for which the administrator is qualified, consistent with the academic necessities of the district.
5. The administrator shall give the GC thirty (30) calendar days written notice of intention to resign. Failure to give such thirty (30) calendar day notice shall entitle the GC, in its discretion, to file a written complaint with the secretary requesting suspension or revocation of the administrator's license.
6. The administrator shall furnish the board the following: (a) a valid license for the position to be held; (b) an official transcript showing the education record and training of the administrator; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law. Failure to furnish any of the foregoing items at the required time may result in cancellation of this contract in accordance with the New Mexico Statutes and any applicable rules and regulations of the department and local board of education.

7. The administrator shall be entitled to annual leave with pay and sick leave with pay in accordance with the 21<sup>st</sup> Century Employee Hand Book.
8. Subject to the provisions of the applicable approved budget, the administrator shall, during the term hereof, receive a total salary of \$140,000 \* per year, payable in 24 installments, less required or authorized deductions. The first installment shall be due and payable on July 15, 2023. Breakdown of salary will be at a .7 Administrator's salary and a .3 Gifted Teacher. (The .3 gifted position will be determined per the salary schedule.)
9. In the event that the administrator is employed on a two (2) year contract, Paragraph 9 of Subsection A of Section 6.66.38 NMAC herein may be amended in the second year to reflect any appropriated district salary adjustment factors. The GC may, but shall not be required to increase prospectively, but not retroactively, the salary for any school year governed by the terms of this contract if revenues are available to the school district for that school year. Any increase is subject to budgetary approval by the department. Notwithstanding the above, the GC shall further have the authority, for any school year governed by the terms of this contract and for which a salary increase is mandated if the school district meets conditions as specified by the legislature of New Mexico, to implement salary adjustments during the school year in accordance with a salary schedule adopted by the board in accordance with the legislative guidelines for that year. Any adjustment is subject to budgetary approval by the department. Additionally, the GC shall have authority to implement any salary increases or other adjustments to benefits and compensation provided by the legislature of New Mexico.

GOVERNANCE COUNCIL OF 21<sup>ST</sup> CENTURY PUBLIC ACADEMY,  
Albuquerque, New Mexico

President:

\_\_\_\_\_  
Art Silva

Date of Execution:

\_\_\_\_\_

Superintendent:

\_\_\_\_\_  
Mary Tarango

Date of Execution:

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