

Welcome employee!

On behalf of the Board of Directors, I welcome you to Excalibur Charter Schools, Inc. and wish you every success here.

We believe that each employee contributes directly to Excalibur Charter Schools, Inc.'s growth and success, and we hope you will take pride in being a member of our team.

This employee handbook was developed to describe some of the expectations of our employees and to outline the policies, programs, and benefits available to eligible employees. Employees should familiarize themselves with the contents of the employee handbook as soon as possible, for it will answer many questions about employment with Excalibur Charter Schools, Inc.

We hope that your experience here will be challenging, enjoyable, and rewarding. Again, welcome!

Jeffrey L. Parker
Owner/CEO
Excalibur Charter Schools, Inc.

This Employee Handbook is designed to acquaint you with Excalibur Charter Schools, Inc. and to provide you with information about working conditions, employee benefits, and some of the policies effecting your employment. You should read, understand, and comply with all provisions of the employee handbook. It describes many of your responsibilities as an employee and outlines the programs developed by Excalibur Charter Schools, Inc. to benefit you as an employee. One of our objectives is to provide a work environment that is conducive to both personal and professional growth.

While every attempt has been made to create these personalized policies consistent with federal and state law, if an inconsistency arises the policies will be enforced consistent with the applicable law. No employee handbook can anticipate every circumstance or question about policy.

As Excalibur Charter Schools, Inc. continues to grow, the need may arise to revise the Employee Handbook. Excalibur Charter Schools, Inc. and reserve the right to revise, supplement, or rescind any policies or portion of the employee handbook from time to time as it deems appropriate in its sole and absolute discretion. Employees will, of course, be notified of such changes to the policy manual as they occur.

Your Employee Handbook will supersede any previous employee handbook or policy manual that may have been provided to employees at Excalibur Charter Schools, Inc. prior to 2008. These policies are not a legal document or an employment contract.