EDU-PRIZE INC. 07-86-34
Detailed Business Plan
Section III – Succession
Section A – Board of Directors Replacement

Board Members were originally created in our Articles of Incorporation per our 1995 contract with the state of Arizona. We originally had 3 members. Our By-laws state officers shall be elected by the Board of Directors, at any time, and each officer shall hold office until he or she resigns or is removed or is otherwise disqualified to serve, or until his or her successor shall be elected and qualified, whichever occurs first.

Any officer may be removed, either with or without cause, by the Board of Directors, at any time. Any officer may resign at any time by giving written notice to the Board of Directors or to the President or Secretary of the corporation. Any such resignation shall take effect at the date of receipt of such notice or at any later date specified therein, and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. The above provisions shall be superseded by any conflicting terms of a contract which has been approved or ratified by the Board of Directors relating to the employment of any officer of the corporation.

Any vacancy caused by the death, resignation, removal, disqualification, or otherwise, of any officer shall be filled by the Board of Directors. In the event of a vacancy in any office other than that of President, such vacancy may be filled temporarily by appointment by the President until such time as the Board shall fill the vacancy. Vacancies occurring in offices of officers appointed at the discretion of the Board may or may not be filled as the Board shall determine.

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Section III – Succession
Section B – Key Personnel

Edu-Prize Succession Plan

The Superintendent/Director serves as the key element in the Edu-Prize success and management. In the event of a temporary planned or unplanned absence or permanent absence, the importance of the office of Director dictates that a two-fold plan be in the ready. The continuation of the Director duties are critical in more than one regard. Because our Director is our original contract signer, curriculum designer, and co-founder, these duties would be divided and designated to ensure our continued success. In the event of the loss of our Director our curriculum director would fully be responsible for our curriculum and program offerings. Our business service management would be contracted out to consultants who provide such services and our financial service coordinator who also currently serves as our accountant would be the key contact to the new management service

Should the above succession plan be necessary the Board of Directors would be informed of the absence and the possible duration. A meeting of the Directors would be convened to implement the succession plan and make any necessary adjustments to facilitate the process including publishing to hire a management company or outside consultant.

In case of loss of other key personnel such as our Curriculum Director, Principal, or Special Education Director we would most likely hire from within because of the uniqueness of the Edu-Prize Program and because of the vast talent and experience of personnel that we currently have on campus.

Our teachers are all highly qualified and we have a master teacher program that allows for special distinction and financial incentive to better ensure longevity with our organization. Our Curriculum Director and curriculum coach were both hired from within and our teachers who receive special training in any approved area have the opportunity for stipends for sharing that expertise with mentees. For over 12 years our Director has implemented special performance awards through our addendum process. Teachers are evaluated each year and given a stipend for 80% of their students mastering at least 80% of the grade level standards and objectives. There are also additional monies awarded for excelling performance on state mandated measures based on individual student category gain from the previous year's performance. In younger grades that do not participate in standardized testing, RTI results and student mastery of 100% of the standards and objectives is rewarded.

Edu-Prize professional development is on going and intensive. Our research-based differentiated curriculum requires a sustained inservice program to ensure competency in our method and programs. Every month one Friday is set aside for curriculum mapping and another for inservice offerings. This is in addition to a full week of inservice that is

offered to teachers at the beginning of each school year and the first day of each quarter. Our curriculum director and coach also provide special offerings including on-line programs and demonstrations in classrooms.

We have no problem attracting highly qualified, certified teachers who are passionate about helping children and providing excellence in education. Teachers are drawn to a program that values teachers through competitive pay and incentives, provides continual professional support and materials necessary to achieve the objectives, full administrative support, and ratios that allow them to be successful. Our teachers are fabulous recruiters through their interactions in the professional world. Whether it be friends in other districts, classmates in upper level university courses, or just visitors to campus, our teachers exude an attitude and passion that others want to be a part of. In addition to our waiting lists of students of thousands, we also have a very large file with applications of tachers and staff who want to be part of the Edu-Prize family.