FRANKLIN PHONETIC PRIMARY SCHOOL, INC.

BUSINESS PLAN – SUCCESSION PLAN

Charter holders are lifetime members of the Corporate Board. In the event of their resignation or untimely death, the remaining Corporate Board members would elect new officers and submit application to the Charter School Board for assuming the charter.

Day to day operation of the school would be assumed by the Vice Principal(s) under contract. The Board would retain authority over all major decisions, including renewal of Vice Principal(s) contracts for additional years.

The succession plan for school instructional leadership includes:

- All new teachers must be certified in the state of Arizona and Highly Qualified under current NCLB guidelines.
- All non-certified employees must have fingerprint clearance and background check prior to hiring. All classroom instructional assistants must have a minimum of 2 years college education or successfully complete the Praxis Parapro Exam.
- All employees are encouraged to seek further educational training through college courses and/or conferences with continuing educational equivalence.
- Interested teachers are supported in pursuing Master's degrees and, where appropriate, to achieve Principal certification.