

EXECUTIVE LIMITATIONS

1. Global Executive Limitations Policy

The Executive Director shall not cause or allow any organizational practice, activity, decision or circumstance that is either unlawful, imprudent, in violation of commonly accepted business, professional and educational ethics and practices, or not in accordance with the policies and Charter of Renaissance Academy.

2. Treatment of Students, Parents and/or Legal Guardians

With respect to interactions with current students or those applying to be students, their parents and/or legal guardians the Executive Director shall not cause or allow conditions, procedures or decisions that are unsafe, untimely, undignified, or unnecessarily intrusive.

3. Organization Protection

The Executive Director shall not unnecessarily expose the organization, its Board, staff or volunteers to claims of liability or conditions that are unlawful, undignified, unsafe, unclear or unprofessional.

4. Hiring of Staff

With respect to the hiring of staff, the Executive Director shall not cause or allow conditions that are unlawful, non-compliant with Renaissance Academy Hiring Policy and Charter, or not in the best interest of the students.

5. Treatment of Staff

With respect to the treatment of paid and volunteer staff, the Executive Director may not cause or allow conditions that are unlawful, undignified, unclear, unsafe or unprofessional.

6. Financial Planning and Conditions

The Executive Director shall not cause or deviate from the board's approved priorities or the multi-year financial plan. For ongoing financial conditions, the Executive Director will not risk financial jeopardy or allow academy assets to be unprotected.

7. Asset Protection

The Executive Director shall not allow Academy assets, intellectual property, info, and files to be unprotected, inadequately maintained, or unnecessarily risked.

8. Communication and Support to the Board

The Executive Director shall not cause or allow the board to be uninformed or unsupported in any matter that has potential in coming before the board. Additionally, the CEO shall not:

- a. Allow the Board to be unaware that, in the CEO's opinion, the board is not in compliance with its own policies on Governance Process and Board-Management Delegation,

particularly in the case of board behavior that is detrimental to the work relationship between the board and CEO.

- b. Fail to submit to the board an agenda containing items required by law, regulation, or contract to be approved by the board.
- c. Allow the Board less than one week to review data and other relevant information pertaining to the board established policy-monitoring calendar.

9. Outcomes Focus of Grants and Contracts

The Executive Director may not enter into or allow to be entered in any grant or contract arrangement that does not promote the achievement of mission oriented outcomes.

The Executive Director shall not fail to assess a grant applicant's capability to produce appropriately targeted, efficient, and cost effective results and shall not fail to ensure the awarded funds are used in accordance with the grant objectives.