



HIGHER GROUND ACADEMY CHARTER SCHOOL

EMPLOYMENT AGREEMENT

Between Higher Ground Academy Charter School and Samuel Yigzaw
Effective July 1, 2025 – June 30, 2026

This Employment Agreement is made and entered into this 1st day of July, 2025, by and between **Higher Ground Academy Charter School** (hereinafter referred to as “the Academy”), located in the County of Ramsey, State of Minnesota, and **Samuel Yigzaw** (hereinafter referred to as “the Director”), a legally qualified school administrator.

Terms of Employment

1. The Academy hereby employs the Director, and the Director accepts such employment, to perform duties as assigned by the Academy in accordance with applicable laws and the needs of the school.
2. The Director shall be employed for **255 days** during the 2025–2026 academic year, beginning **July 1, 2025** and ending **June 30, 2026**, following the Board-approved calendar for staff and students.
3. The Director shall receive an **annual salary of \$189,000**, payable in bi-weekly installments of **\$7,875**, in accordance with the Academy’s standard payroll procedures.
4. **Employment Location:** 1381 Marshall Avenue, Saint Paul, MN 55104
5. **Position Title:** Executive Director
6. **Employment Status:** Full-time, At-Will

Additional Compensation

To support work-related travel between the Academy’s two campuses, the Director will use a personal vehicle and receive a **monthly allowance of \$200** to offset fuel costs and vehicle depreciation.

Terms and Conditions

1. This agreement establishes an employment relationship and is subject to all applicable laws, regulations, and policies of the Academy and the State of Minnesota related to employment, licensure, and termination. The agreement shall remain in effect unless modified by mutual written consent of both parties or terminated in accordance with applicable law, personnel policies, or written resignation.
2. **Charter School Status:** The Director acknowledges that Higher Ground Academy operates under a charter granted by the State of Minnesota and agrees to support the mission and success of the Academy in alignment with its charter.

3. **Performance of Duties:** The Director agrees to perform assigned duties faithfully and competently, accept reassignments as necessary for the benefit of the school, attend required meetings, and comply with all Academy policies and applicable regulations.
4. **Work on Legal Holidays:** The Director agrees to work on any legal holidays designated as school days by the Academy Board.
5. **Retirement Participation:** This agreement is subject to all applicable provisions of the Teachers Retirement Association (TRA), as they now exist or may hereafter be amended.
6. **P.E.L.R.A. Compliance:** The agreement shall comply with the Public Employment Labor Relations Act (Minn. Stat. §§ 179.61–179.77), as applicable.
7. **Entire Agreement:** This document constitutes the complete agreement between the parties and may be modified only by written mutual consent signed by both parties.
8. **Severability:** If any provision of this agreement is deemed invalid or unenforceable, the remaining provisions shall continue in full force and effect.
9. **Non-Waiver:** A waiver of any provision of this agreement shall not be construed as a waiver of any other provision or as a continuing waiver unless expressly stated in writing.

IN WITNESS WHEREOF, the parties have executed this agreement as of the date first written above.

Board Chair, Higher Ground Academy Charter School

Saint Paul, Minnesota

Dan McGrath

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Samuel Yigzaw

Executive Director

Samuel Yigzaw