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## II. Employment

2.1 **Duties.** The Superintendent/CEO shall have the following duties and responsibilities:

2.1.1 The Superintendent/CEO shall be employed by the Board of Directors and shall perform the duties of the Superintendent/CEO of the School as prescribed in the job description of position and/or may be described in the School's charter by the Board, which may be amended from time to time and may be assigned by action of the Board. Specifically, it shall be the duty of the Superintendent/CEO to communicate with and advise the Board in all matters, communicate with the School's administration regarding directives from the Board; implement and coordinate programs authorized by the Board; direct, assist, reassign, and oversee the situation of all School employees consistent with Board policies and federal and state law; evaluate program effectiveness; seek and create avenues of additional resources; ensure that the School's culture and curriculum follow the School's charter; plan and report to the Board on the School's financial operations and support development of innovative programs; promote the use of technology in the teaching and learning process; and to develop and establish administrative regulations, rules, and procedures which the Superintendent/CEO deems necessary for the efficient and effective operation of the School consistent with the Board's lawful directives, Board policy, the School's charter, and state and federal law.

The Superintendent/CEO shall be employed by the Board of Directors with care, diligence, skill, and industry and shall devote substantial portions of his work time, skill, labor, and attention to his employment and to the School during the term of this Contract. The Superintendent/CEO shall not be employed by any other person or entity during the term of this Contract. The Superintendent/CEO shall comply with all lawful Board directives, applicable State and Federal law, the School's charter, and School policy, rules, and regulations, as they presently exist or may hereafter be amended.

2.2 **Board Meeting Attendance.** The Superintendent/CEO shall be permitted to attend all meetings of the Board of Directors.

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the [redacted] by the contractual terms [redacted] there is a final determination by the Board that the [redacted] provided by the School, in this Agreement or otherwise, is not reasonable or is [redacted] based on the opinion of the [redacted] (third party) or of any concerns arising under the [redacted] [redacted] may be [redacted] Superintendent/CEO [redacted] of [redacted] return to the [redacted] [redacted] amount of compensation [redacted] [redacted] by [redacted] [redacted] the parties understand and acknowledge may enable Superintendent/CEO [redacted] an excise tax and fulfill the School's duty to seek [redacted] Payments or bonuses for performance goals, if any, will be the subject of a separate agreement, plan or policy between Superintendent/CEO and the Board.

**3.2 Salary Adjustments.** During the Term, the Superintendent/CEO may receive annual raises or cost of living adjustments that may be approved for or received by other School personnel at the Board's discretion. Such adjustments as to salary, if any, shall be made in the form of a written addendum to this Contract or a new [redacted]

access for both professional and personal use. Superintendent/CEO acknowledges that he is a temporary custodian of all records of School that may be on personal electronic devices and personal accounts.

**Professional Development.** The Superintendent/CEO shall devote his time, intellectual energy to the direction, administration, and supervision of the School. The Board shall determine the professional responsibilities of the Superintendent/CEO. It is the attendance at, and participation in, appropriate professional seminars, courses, or meetings at the local, regional, state, and national levels as approved by the Board on any day that the Superintendent/CEO may be required to attend. The Board shall permit a reasonable amount of release time for the Superintendent/CEO as the Superintendent/CEO and the Board deem appropriate to attend such seminars, courses, or meetings.

**3.7 Equipped Training.** The Superintendent/CEO shall comply with the requirements contained in Title 19, Texas Administrative Code, Chapter 191.7, and Title 19, Texas Administrative Code, Chapter 191.2.



**. Termination of Employment Contract**

5.1 **mutual Agreement**. Subject to section 1, all Contracts shall be terminated by the





6.3 Delivery of Notice. ' KR47d00CHB75771 7557HE^7N75dJ 5d7N^75d8bd CHH Bd\_NRR7J d  
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6.4 Complete Agreement. ž Hh7aEHEJ BdCBV71 7J R2dJ 5d4KJ R04F0d3KPCd^7NBdHJ 5d  
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INTENDENT/CEO ACK OWLEDGES, STIPULATES, AND AGREES THAT  
CT SHALL BE CONSTRUED AS A WAIVER OF ANY STATUTORY OR  
FROM SUIT AND/OR LIABILITY AVAILABLE TO THE SCHOOL UNDER

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