

STATE OF TEXAS
COUNTY OF MILAM

SUPERINTENDENT CONTRACT

THIS AGREEMENT is entered into by and between the Board of Trustees (the "Board") of the Thorndale Independent School District (the "District") and Adam Ivy (the "Superintendent").

NOW THEREFORE, the Board and the Superintendent, for and in consideration of the terms stated in the contract do hereby agree as follows:

1. The Board agrees to employ the Superintendent commencing on January 13, 2021 and continue through June 30, 2024.
2. This Agreement is conditioned on the Superintendent providing the necessary certification and experience records, medical records, and other records required for district personnel files or payroll purposes according to district policy, State Board for Educator Certification rules, and Texas Education Agency rules. Failure to provide necessary certification shall render this agreement void. Any material misrepresentation may be grounds for dismissal.
3. The Superintendent shall serve as the Chief Executive of the District and shall perform the duties of Superintendent of Schools for the District as prescribed in state law, the job description, and as may be assigned by the Board. The Superintendent shall perform those duties with reasonable care, skill and diligence. The Superintendent shall comply with all Board directives, state and federal law and rules, district policy, and regulations as they exist or may hereafter be amended. Texas law shall govern construction of this Agreement.
4. The Superintendent agrees to devote his time, skill, and attention to performing his duties, but may, with prior written consent of the Board, undertake consulting work, speaking engagements, writing, lecturing, and other professional duties and obligations that do not conflict or interfere with the Superintendent's professional responsibilities to the District.
5. The Board agrees to pay the Superintendent and annual salary and other compensations as follows:
 - (a) The District shall provide the Superintendent with an annual salary in the sum of \$127,000. This annual salary shall be paid to the Superintendent in installments, consistent with the Board's policy.

(b) Other Benefits


- (1) Expenses. The district shall pay or reimburse the Superintendent for reasonable expenses for out-of-district travel directly incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Agreement. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel; such costs may include, but are not limited to: hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.
- (2) Insurance. The District shall pay the same premiums for hospitalization, major medical, and dental insurance coverage for the Superintendent pursuant to the group health care plan(s) provided by the District for its administrative employees.
- (3) Rental House. The District shall make available to the Superintendent a rental house with a \$600 per month fee for a total of \$7200 per year.
- (4) Vacations, Holiday, Sick Leave. The Superintendent may take, at the Superintendent's choice the same number of days authorized by policies adopted by the Board for administrative employees on twelve month contracts, the days to be in single period or at different times. The vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this agreement. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve month contracts. The Superintendent is hereby granted the same number of illness benefits and leave as authorized by Board policies for administrative employees on twelve month contracts.
- (5) Professional Growth. The Superintendent may attend and participate in appropriate professional meetings, courses, and seminars at the local, state and national level, with the consent of the Board. The District agrees to pay the dues and fees for the Superintendent to join two professional and two local civic organizations of his choice, as approved by the Board.

6. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's consent.

7. The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this contract. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description. The evaluation meeting shall be held in closed executive session for the purpose of mutual evaluation of the performance of the District and the Superintendent. If the Board determines that the performance of the Superintendent is unsatisfactory in any respect, then the Board shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvements in all instances where the Board deems performances to be unsatisfactory. The Superintendent shall have the right to make a written response to the evaluation. The evaluation format and procedure shall be in accordance with the Board's policies, and state and federal law. The Superintendent shall submit to the Board each year, for the Board's consideration and adoption, a preliminary list of goals for the District. The goals approved by the Board shall be reduced to writing and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The goals approved by the Board shall be specific, definitive, and measurable. Upon request of the Superintendent, the Board shall provide the Superintendent with an opportunity to discuss the Board-Superintendent relationship.
8. The Board may dismiss the Superintendent at any time for good cause in accordance with Texas law and Board policy.
9. This agreement shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.
10. If the Board determines that the district is to be consolidated with or more other school districts, then such determination will constitute good cause for the termination of the Superintendent's contract and such contract may be terminated.
11. The Superintendent and the Board may agree in writing to terminate this Agreement pursuant to any mutually agreed upon terms and conditions.
12. The Superintendent may resign, with the consent of the Board, at any time or as allowed by state law.
13. The Board has not adopted any policy, rule, regulation, law or practice providing for tenure. No right of tenure is created by this Agreement. No property interest, express or implied, is created in continued employment beyond the contract term.

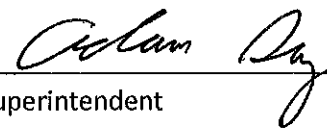
14. Upon request of the Board, the Superintendent agrees to have a comprehensive medical examination, at District expense, by a physician acceptable to both the Board and the Superintendent, and to obtain a statement certifying that the Superintendent is physically able to perform his essential job functions with or without reasonable accommodation.
15. If any provision in this Agreement is rendered unenforceable or invalid for any reason, then this Agreement shall remain in full force and effect as to all other provisions herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Agreement. This contract constitutes the entire agreement between the parties. This Agreement may not be amended except by written agreement of the parties.
16. The District shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments, expenses, and attorney's fees incurred in any incident(s) which is (are) the basis of any claim or lawsuit, in the judgement of the Board of Trustees, arose or does arise in the future from an act or omission while Superintendent was acting within the course and scope of his employment with the District. This clause excludes criminal litigation and is limited by the authority of the District to provide such coverage under state law. The Superintendent hereby agrees to fully cooperate with the District and its authorized representatives in the handling of such claims, both during and after the term of employment with the District. The district may obtain insurance coverage to protect the Superintendent under this section.

For the Board of Trustees:



President

Date: 1-13-2021



Superintendent

Date: 1-13-21