

STATE OF TEXAS                   §

COUNTY OF HOWARD           §

## **SUPERINTENDENT'S CONTRACT**

THIS AGREEMENT is made and entered into by and between the Board of Trustees (the "Board") of the Coahoma Independent School District (the "District") and **Brad Cox** (the "Superintendent").

NOW THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201(b) and Chapter 21, Subchapter E, Texas Education Code, have agreed, and do hereby agree, as follows:

1.     The Board agrees to employ the Superintendent on a twelve-month basis for five years, beginning **January 21, 2022** and ending **January 20, 2027**.
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.     At the beginning of this Contract, and at any time during this contract, the Superintendent specifically agrees to submit to a review of his or her national criminal history record information (NCHRI) if required by the District, TEA, or SBEC. The Superintendent represents that he has disclosed to the District, in writing, any conviction, no contest or guilty plea, or other adjudication of the Employee for any felony or any other offense listed at 19 Tex. Admin. Code Section 249.16(b). The Superintendent understands that a criminal history acceptable to the District, at its sole discretion, is a condition of this Contract. The Superintendent also agrees that, during the term of this contract, the Superintendent will notify the Board President, in writing, of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent for any felony or any other offense listed at 19 Tex. Admin. Code Section 249.16(b). Superintendent agrees to provide such notification within seven calendar days, or any shorter period specified in District policy.
4.     The Superintendent 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.

5. The Superintendent agrees to devote his or her time, skill, labor, and attention to performing his or her 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.
6. The Board agrees to pay the Superintendent an annual salary and other compensation as follows:
  - (a) The District shall provide the Superintendent with an annual salary in the sum of **\$165,850**. This annual salary rate shall be paid to the Superintendent in installments, consistent with the Board's policies.
  - (b) At any time during the term of the Agreement, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in Paragraph 5(a) of this Agreement.
  - (c) The District shall also provide:

*Professional dues.* The District shall pay professional dues on the Superintendent's behalf to the Texas Association of School Administrators (TASA), and such other organizations as agreed to in advance in writing by the Board.
7. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's consent.
8. The Board shall evaluate and assess in writing the Superintendent's performance at least once each year during the term of this Agreement. The evaluation format and procedure shall comply with Board policy and state and federal law.
9. The Board may dismiss the Superintendent at any time for good cause in accordance with Texas Education Code Sections 21.211, 21.212(d), and Board policy.
10. This Agreement shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.
11. A determination by the Board that a consolidation of the District with one or more other school districts requires that the contract of the Superintendent be terminated during the term shall constitute good cause for dismissal.
12. The Superintendent and the Board may agree in writing to terminate this Agreement pursuant to any mutually agreed upon terms and conditions.

13. Renewal or nonrenewal of this Agreement shall be in accordance with Texas Education Code Chapter 21, Subchapter E, and Board policy.
14. At any time during the contract term, the Board may, in its discretion, reissue the contract for an extended term. Failure to reissue the contract for an extended term shall not constitute nonrenewal under Board policy.
15. The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed no later than the 45th day before the first day of instruction of the following school year. The Superintendent may resign, with the consent of the Board at any other time.
16. The Board has not adopted any policy, rule, regulation, law, or practice providing 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.
17. The Superintendent agrees to have a comprehensive medical examination, at District expense, by a physician acceptable to both the Board and the Superintendent, once a year, and to obtain a statement certifying that the Superintendent is physically able to perform his or her essential job functions with or without reasonable accommodation. This statement shall be filed with the president of the Board.
18. In the event any one or more of the provisions contained in this Agreement shall for any reason, be held invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained 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 and this contract constitutes the entire agreement between the parties. This Agreement may not be amended except by written agreement of the parties.

Signed this 20th day of January 2022

Signed this 20th day of January 2022.

President, Board of Trustees



Superintendent



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