

SUPERINTENDENT'S EMPLOYMENT CONTRACT

THE STATE OF TEXAS §
 § KNOW ALL MEN AND WOMEN BY
 THESE PRESENTS:
COUNTY OF DALLAS §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into and effective February 1, 2022, by and between the Board of Trustees (the "Board") of the Coppell Independent School District (the "District") and Dr. Brad Hunt (the "Superintendent") (collectively the "Parties").

W I T N E S S E T H:

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 of the Texas Education Code, have agreed, and do hereby agree, as follows:

I. TERM

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District, commencing on February 1, 2022, and ending on December 31, 2025. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. EMPLOYMENT

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of employees of the

District consistent with the Board's policies, except the Superintendent's resignation, which must be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.

2.2 Professional Certification and Records. The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification or the Texas Education Agency and any other certificates required by law. The Superintendent also shall provide evidence of educational attainment, degrees earned, previous professional experience and other records required for the personnel files of the District.

2.3 Reassignment. The Superintendent is employed specifically and solely to perform the duties of Superintendent of Schools for the District and may not be reassigned from the position of Superintendent to any other position in the District except by mutual written agreement of the Parties.

2.4 Board Meetings. The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.

2.5 Complaints. The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either: (a) to the Superintendent for study and/or appropriate action, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or, (b) to the appropriate complaint resolution procedure as established by District Board policies.

2.6 Indemnification. THE DISTRICT SHALL INDEMNIFY, DEFEND, AND HOLD THE SUPERINTENDENT HARMLESS REGARDING ANY CLAIMS, DEMANDS, DUTIES, ACTIONS OR OTHER LEGAL PROCEEDINGS AGAINST THE SUPERINTENDENT, OR DAMAGES INCURRED BY THE SUPERINTENDENT, INCLUDING COURT COSTS AND REASONABLE ATTORNEY'S FEES, IN HIS INDIVIDUAL OR OFFICIAL CAPACITY FOR ANY ACT OR FAILURE TO ACT INVOLVING THE EXERCISE OF JUDGMENT AND DISCRETION WITHIN THE NORMAL COURSE AND SCOPE OF HIS DUTIES AS SUPERINTENDENT OF THE DISTRICT, TO THE EXTENT AND TO THE LIMITS PERMITTED BY LAW. THIS PARAGRAPH DOES NOT APPLY IF THE SUPERINTENDENT IS FOUND TO HAVE MATERIALLY BREACHED THIS CONTRACT, TO HAVE ACTED WITH GROSS NEGLIGENCE OR WITH INTENT TO VIOLATE A PERSON'S CLEARLY ESTABLISHED LEGAL RIGHTS, OR TO HAVE ENGAGED IN OFFICIAL MISCONDUCT OR CRIMINAL CONDUCT, NOR DOES IT APPLY TO CRIMINAL INVESTIGATIONS OR PROCEEDINGS. THE

DISTRICT MAY, AT ITS DISCRETION, FULFILL ITS OBLIGATION UNDER THIS PARAGRAPH BY PURCHASING APPROPRIATE INSURANCE COVERAGE FOR THE BENEFIT OF THE SUPERINTENDENT OR BY INCLUDING THE SUPERINTENDENT AS A COVERED PARTY UNDER ANY CONTRACT PROVIDING ERRORS AND OMISSIONS INSURANCE COVERAGE PURCHASED FOR THE PROTECTION OF THE BOARD AND THE PROFESSIONAL EMPLOYEES OF THE DISTRICT. THE BOARD MAY RETAIN ATTORNEYS TO REPRESENT THE SUPERINTENDENT IN ANY PROCEEDING FOR WHICH HE COULD SEE INDEMNIFICATION UNDER THIS PARAGRAPH, TO THE EXTENT THAT DAMAGES ARE RECOVERABLE OR A DEFENSE IS PROVIDED, UNDER ANY SUCH CONTRACT OF INSURANCE. NO INDIVIDUAL MEMBER OF THE BOARD SHALL BE PERSONALLY LIABLE FOR INDEMNIFYING AND DEFENDING THE SUPERINTENDENT UNDER THIS PARAGRAPH. THE DISTRICT'S OBLIGATION UNDER THIS PARAGRAPH SHALL CONTINUE FOR A PERIOD OF NO MORE THAN FOUR (4) YEARS AFTER THE TERMINATION OF THIS CONTRACT FOR QUALIFYING ACTS OR FAILURES TO ACT OCCURRING DURING THE TERM OF THIS CONTRACT OR ANY EXTENSION THEREOF.

THE BOARD SHALL NOT BE REQUIRED TO PAY ANY COSTS OF ANY LEGAL PROCEEDINGS IN THE EVENT THE BOARD AND SUPERINTENDENT ARE ADVERSE TO EACH OTHER IN ANY PROCEEDINGS.

THE SUPERINTENDENT SHALL FULLY COOPERATE WITH THE DISTRICT IN THE DEFENSE OF ANY AND ALL DEMANDS, CLAIMS, SUITS, ACTIONS AND LEGAL PROCEEDINGS BROUGHT AGAINST THE DISTRICT. THE SUPERINTENDENT'S OBLIGATION UNDER THIS PARAGRAPH SHALL CONTINUE AFTER ANY TERMINATION OF THE CONTRACT FOR A PERIOD OF NO MORE THAN FOUR (4) YEARS.

III. COMPENSATION

3.1 **Annual Base Salary.** The Superintendent shall be paid an annual base salary of Two Hundred Sixty Thousand One Hundred Dollars and No Cents (\$260,100.00) effective February 1, 2022, payable in equal installments consistent with Board Policies.

3.2 **Salary Supplement - Doctorate.** As supplemental salary for performance of the Superintendent's duties, the District shall pay the Superintendent One Thousand Two Hundred Dollars and No Cents (\$1,200.00) per year, effective February 1, 2022, payable in equal installments consistent with Board Policies.

3.3 **Texas Teacher Retirement System.** As supplemental salary for performance of the Superintendent's duties, the District shall pay the amounts listed herein to the Texas Teacher Retirement System (both retirement and TRS Care portions) for the account of the Superintendent. This additional salary supplement for services rendered as Superintendent shall be paid to the Superintendent by regular monthly payroll installments and shall be reported as creditable compensation to TRS.

(a) Year 1 (ending 12/31/2022): Seven point Eight Five Percent (7.85%) of the Annual Base Salary referenced in Section 3.1 above.

(b) Remaining Term of This Contract (ending 12/31/2025): An amount equal to Ninety Percent (90%) of the Superintendent's maximum portion of the monthly contribution to the Texas Teacher Retirement System (both retirement and TRS Care portions).

3.4 Supplemental Retirement Plan Contribution. The District shall add to the Superintendent's salary a supplemental retirement plan ("Supplemental Retirement Plan") payment to recognize longevity and encourage continuity of leadership in the District. Payment will only be made if Superintendent is employed on December 31st of each year under this Contract, as outlined in the payment schedule herein. Each year during the term of this Contract, the District shall make an annual contribution to the Superintendent for a Supplemental Retirement Plan as follows:

- (a) On or before December 31, 2022, the District shall contribute Seven point Eight Five Percent (7.85%) of the Annual Base Salary referenced in Section 3.1 above, and
- (b) On each December 31st after December 31, 2022, during the term or any extended term of the Contract, the District shall contribute to the Supplemental Retirement Plan Ninety Percent (90%) of the amount established by the IRS as the maximum contribution to a 403(b) and 457(b) plan, including if applicable, the additional deferral allowed for plan participants who are 50 or older ("Additional Salary").

The Board may review this amount at any point during the term of this Contract to evaluate increases beyond the amount established.

In the event the Superintendent executes a salary deferral agreement in accordance with the requirements of Sections 403(b) and/or 457(b) of the Internal Revenue Code (the "Code") in at least the amount of the Additional Salary, the Additional Salary shall be paid as a salary deferral contribution ("Salary Deferral Contribution"). Under and pursuant to applicable Internal Revenue Service rules, the Superintendent shall have the option to elect to receive the Additional Salary in cash rather than as a Salary Deferral Contribution. All such Salary Deferral Contributions contemplated herein shall be paid to plans established by the District under Sections 403(b) and/or 457(b) of the Code. Such Plans shall include investments as allowed under Sections 403(b), 403(b)(7) and/or 457(b) of the Code, respectively, and the investments for the Superintendent's account(s) shall be solely at his discretion. The Superintendent shall at all times be 100% vested in his account(s) under the 403(b) and/or 457(b) plans. These contributions shall be treated as a salary deferral under the Code and shall be reported as "creditable compensation" by the District for purposes of the Teacher Retirement System of Texas.

3.5 Salary Adjustments. At any time during the term of this Contract, 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 Section 3.1 of this Contract except by mutual agreement of the two Parties. Such adjustments, if any, shall be made pursuant to a lawful Board resolution.

- (a) The Superintendent shall be entitled to the same annual percentage increase given to other District employees in any given year.

3.6 Vacation, Holiday and Personal Leave. The Superintendent shall receive fifteen District business (15) days of vacation per year during the term of this Contract. 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 Contract. The Superintendent shall also observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The Superintendent is hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve-month contracts. The Superintendent must submit unused vacation days by December 31st of each school year to be paid at his current daily rate. Vacation days will not accrue from contract year to contract year.

3.7 Insurance. The District will pay the cost of medical and dental insurance coverage for

the Superintendent utilizing the group plans provided by the District for its administrative employees. The Superintendent will pay the cost of any insurance coverage for his family which he can purchase through the group health care plan provided by the District for its administrative employees. The Superintendent shall receive sick leave, vacation, life and health insurance coverage and other personal and fringe benefits provided by the District for its administrative employees in accordance with applicable law.

3.8 Professional Growth. The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional and educational growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels, and the pursuit of his doctoral degree. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District.

In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent, as the Superintendent and the Board deem appropriate, to attend such seminars, courses or meetings. Subject to Board approval, the District shall pay the Superintendent's membership dues to the American Association of School Administrators and the Texas Association of School Administrators, as well as other memberships necessary to maintain and improve the Superintendent's professional skills. The District shall bear the reasonable cost and expense for registration, travel, meals, lodging, and other related expenses for such attendance and membership.

3.9 Civic Activities. The Board encourages the Superintendent to become a member of and participate in community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the performance of his duties as Superintendent. The District shall reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance Board approval.

3.10 Outside Consultant Activities. The Superintendent may serve as a consultant or undertake speaking engagements, writing, teaching or other professional duties and obligations outside the District (referred to collectively herein as "Consulting Services") that do not conflict

or interfere with the Superintendent's professional responsibilities to the District. The Superintendent may accept a reimbursement of expenses for such Consulting Services at no expense to the District. Prior to accepting a consultant or speaking engagement, the Superintendent must notify the Board in writing of the engagement. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be consistent with state and federal law.

3.11 Expenses. The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel. Such actual or incidental costs may include, but are not limited to, gasoline, 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.

3.12 Mobile Telephone. The Superintendent shall pay all costs of any nature with regard to the Superintendent's business and personal use of a mobile telephone. The Superintendent shall comply with all policies, procedures, and documentation requirements established by the Board, the District's independent auditors and state and federal laws regarding the use of the mobile telephone.

3.13 Automobile Expenses. The District will reimburse the Superintendent for business travel outside the jurisdictional boundaries of the District at the District's normal reimbursement mileage rate. The Superintendent shall comply with all policies, procedures and documentation requirements established by the Board, the District's independent auditors and the state and federal laws regarding the reimbursement.

IV.

ANNUAL PERFORMANCE GOALS

4.1 Development of Goals. The Superintendent shall submit to the Board a preliminary list of goals for the District each year for the Board's consideration and adoption. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit to the Board for its approval a plan to implement the goals. The Superintendent and the Board shall meet biannually to assess the goals and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The goals approved by the Board shall at all times be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.

V.

REVIEW OF PERFORMANCE

5.1 Time and Basis of Evaluation. 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 Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties

of the Superintendent as outlined in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals.

5.2 **Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

5.3 **Evaluation Format and Procedures.** The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation within thirty (30) days of receipt of the written evaluation from the board. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. Within sixty (60) days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

VI.

EXTENSION, NONRENEWAL OF EMPLOYMENT CONTRACT

6.1 **Extension or Non-Renewal.** The Board may extend or non-renew this Contract in conformance with the terms of Subchapter E, §21.201, et seq., Texas Education Code. In the event the Board does not renew this Contract, the Superintendent shall be afforded all the rights set forth in the Board's Policies and state and federal law.

VII.

TERMINATION OF EMPLOYMENT CONTRACT

7.1 **Mutual Agreement.** This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon.

7.2 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

7.3 **Termination Procedure.** The Board may dismiss the Superintendent during the term of this Contract for good cause as that term is applied under Texas law, provided that the

Superintendent shall be provided all procedural and substantive rights as set forth in the Board's Policies and applicable state and federal law. If the Superintendent chooses to engage the services of legal counsel to represent him in any such manner, he shall pay the costs thereof. The term "good cause" includes the failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract.

7.4 **Resignation of Superintendent.** 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 not later than the 45th day before the first day of instruction of the following year. The Superintendent may resign with the consent of the Board at any other time.

7.5 **Suspension.** In accordance with Texas Education Code Chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause as determined by the Board under and pursuant to applicable Texas law.

VIII.

PHYSICAL CONDITION AND DISABILITY

8.1 **Medical Examination.** The Superintendent shall undergo a comprehensive annual medical examination, to be performed by a licensed physician mutually acceptable to the Board and the Superintendent. The physician shall submit a confidential fitness report, verifying the Superintendent's fitness to perform the Superintendent's duties, and copies of all such statements shall be confidential to the extent permitted by law. The report will be submitted to the Superintendent but shall be available for review by a Trustee at anytime. Provided however, the Superintendent shall not be required to undergo a comprehensive annual medical examination, as described herein, so long as such examination is prevented by any act of God, strike, lockout, labor restrictions by any governmental authority, civil riots, floods, pandemics, declarations of state of emergency by local, state, or federal agencies regarding a public health crisis, quarantine or other student and employee health restrictions, and/or any other cause not reasonably within the control of the Superintendent which by the exercise of due diligence the Superintendent is unable, wholly or in part, to prevent or overcome.

8.2 **Disability.** Should the Superintendent become unable to perform any or all of the duties of his position by reason of illness, accident or other cause, and said disability exists after all sick leave and vacation time has been exhausted, the Superintendent shall be entitled up to one hundred eighty (180) days of leave of absence for temporary disability. During any time period in which the Superintendent is temporarily disabled, the Board may designate or appoint another employee to perform the Superintendent's duties. If such disability continues after the exhaustion of all sick leave and vacation time and one hundred eighty (180) additional days of temporary disability, or if such disability is permanent or irreparable as determined by the physician mutually acceptable to the Board and the Superintendent, or such disability is of such a nature as to make performance of the Superintendent's duties impossible, the Board may, at its option, terminate this Contract, whereupon the respective rights, duties and obligations herein stated shall terminate.

IX.
MISCELLANEOUS

9.1 **Controlling Law.** This Contract shall be governed by the laws of the State of Texas, and it shall be performable in Dallas County, Texas. Venue for any dispute concerning the interpretation or enforcement of this Contract shall be in Dallas County, Texas.

9.2 **Complete Agreement.** This Contract embodies the entire understanding and agreement of the Parties and supersedes all other agreements and understandings, both written and oral. Any additions, deletions or modifications to the terms and conditions of this Contract, including, but not limited to, changes in the term of the Contract or the base annual salary of the Superintendent, shall be made only by written addendum signed by both Parties or by a new agreement. Any prior agreement between the Parties, oral or written, is terminated and superseded by this Contract by the Parties' mutual consent as of the effective date of this Contract.

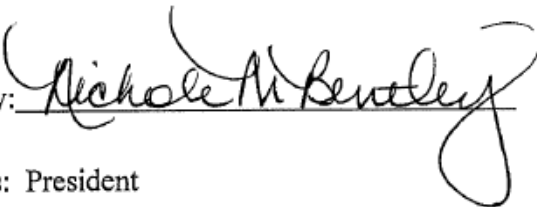
9.3 **Notice.** Any notice required or permitted to be delivered hereunder shall be deemed to be delivered, whether or not actually received, when deposited in the United States Mail, postage pre-paid, certified mail, return receipt requested, addressed to either Party, as the case may be, at the addresses contained herein.

9.4 **Conflicts.** In the event any conflict between the terms, conditions and provisions of this Contract and the provisions of the Board's Policies, the Texas Education Code or any other state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board Policies and/or any such law.

9.5 **Savings Clause.** In the event any one (1) or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal or unenforceable, such invalidity, illegality or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

9.6 **Multiple Originals.** This Contract is executed in two (2) originals, one for the Board and one for the Superintendent, each of which shall constitute but one and the same instrument.

COPPELL ISD BOARD OF TRUSTEES

By: 

Its: President

Date: 1/18/22

Address: Coppel ISD
200 S. Denton Tap Road;
Coppel, Texas 75019

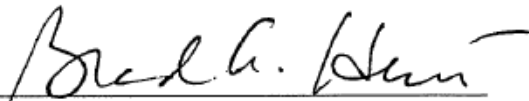
ATTEST: COPPELL ISD BOARD OF TRUSTEES

By: 

Date: 1/26/22

Its: Secretary

Address: Coppell ISD
200 S. Denton Tap Road;
Coppell, Texas 75019

By: 
Superintendent

Date: Jan 21, 2022

Dr. Brad Hunt