INTERIM SUPERINTENDENT EMPLOYMENT CONTRACT

STATE OF TEXAS

COUNTY OF BEXAR

THIS CONTRACT is made and entered into by and between the Board of Trustees (the "Board") of the North East Independent School District ("NEISD" or "the District") and Anthony Jarrett (the "Interim Superintendent"). This Contract supersedes any other prior employment contract between the parties.

The Board and Interim Superintendent, for and in consideration of the mutual covenants set forth below, have agreed, and do hereby agree, as follows:

1. TERM.

1.1 Employment. The term of this Contract shall commence on January 13, 2026 and end on June 30, 2026. Such term may be extended by mutual written consent of the parties.

1.2 No Right of Tenure. The Board has not adopted by policy, rules, regulations, law, action or practice providing for tenure. No right of tenure, contractual obligation, expectancy of continued employment, or claim of entitlement is created beyond the contract terms contained herein.

2. EMPLOYMENT.

2.1 Duties. The Interim Superintendent shall faithfully perform the duties of the Superintendent of Schools for NEISD as set forth in any applicable job description, law, and as may be lawfully assigned by the Board. The Interim Superintendent shall further comply with all lawful Board directives, state and federal law, District Board policy, rules, regulations and practices as they exist or may hereafter be adopted or amended.

2.2 Performance of Duties. The Interim Superintendent shall perform the duties of the Superintendent of Schools for NEISD with all reasonable care, skill, and expertise and in a thorough, prompt, and efficient manner. The Interim Superintendent agrees to devote his time, skill, labor, and attention to performing his duties in a manner satisfactory to the Board.

2.3 Professional Certification and Records. This Contract is conditioned upon the Interim Superintendent providing and maintaining the necessary certification and experience records, oath of office, and other records required by the District for employment and/or payroll purposes. Failure to provide and/or maintain the necessary certification shall immediately render this Contract void. Any misrepresentation of these records shall be grounds for immediate termination of this Contract.

3. COMPENSATION.

3.1 Salary. The Interim Superintendent shall be paid a salary of One Hundred Forty-Nine Thousand Three Hundred Fifty Dollars and 34/100 ($149,350.34) for his service during the term of this contract. This salary shall be paid to the Interim Superintendent in installments consistent with the District's normal payroll schedule.

3.2 Vacation and Holidays. The Interim Superintendent will be entitled to all approved school holidays and 2 weeks of vacation during the term of this Contract.

3.3 Automobile Allowance. The District shall provide the Interim Superintendent with an automobile allowance in the sum of One Thousand Dollars and no/100 ($1,000.00) per month. The Interim Superintendent shall be reimbursed mileage for out-of-town business trips at the allowable rate for state and federal employees in accordance with the Financial Accountability System Resource Guide.

3.4 Business Expenses. All reasonable business expenses incurred by the Interim Superintendent on behalf of the District will be reimbursed by NEISD in full. However, the Interim Superintendent should utilize the District-provided American Express Credit Card as much as practicable when paying for reasonable business expenses. NEISD's Internal Audit Department shall perform a full audit of the Interim Superintendent's expenses during the term of this Contract and report the results of such audit to the Board. Reasonable business expenses shall be defined as those ordinary and necessary expenses which a reasonable person in the Interim Superintendent's position would expect to incur in performing the duties of the position, (e.g., travel, lodging, meals and entertainment, supplies, and public relations expenses).

3.5 Communication Allowance. In order to insure the Interim Superintendent's accessibility to the Board of Trustees and staff members, and to enhance his ability to manage the District, the Interim Superintendent shall be provided with a communications allowance of One Hundred Fifty Dollars and no/100 ($150.00) per month to cover the cost of such items as mobile phones and equipment, a cable and/or intemet connection and any other necessary items to maintain communication with the Board, District employees and the public.

4. MISCELLANEOUS PROVISIONS.

4.1 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Interim Superintendent or Interim Superintendent's office for study and appropriate action and/or response, and the Interim Superintendent shall investigate such matters and inform the Board of the results of such efforts.

4.2 Board Meetings. The Interim Superintendent or Interim Superintendent's designee shall attend all meetings of the Board, both public and closed, with the exception of those closed meetings wherein the Board discusses any action on the Interim Superintendent's contract, the Interim Superintendent's salary and benefits as set forth in this Contract, or the Interim Superintendent's evaluation, where appropriate. The Board may also direct, consistent with applicable law, the Interim Superintendent not to attend any specific public and/or closed meeting.

4.3 Other Employment. In the event that the Interim Superintendent wishes to pursue a comparable position with another school district, or any other outside employment, he shall immediately notify the Board President of his intent to do so.

5. REVIEW OF PERFORMANCE.

5.1 Evaluation. The Board shall have the right to conduct a formative evaluation to assess the performance of the Interim Superintendent at any time during the term of this Contract, with appropriate advance notice to the Interim Superintendent to allow sufficient time to gather and provide any required information or data sought by the Board. The Board's evaluation and any assessment instruments utilized therein shall be reasonably related to the duties of the Interim Superintendent, the goals of the Board, and the

District's educational goals and objectives, as they currently exist or may hereafter be amended.

5.2 Confidentiality. The evaluation of the Interim 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 Interim Superintendent from sharing the content of the Interim Superintendent's evaluation with their respective legal counsel for advice, if necessary.

5.3 Evaluation Format and Procedure. The evaluation format and procedure used in connection with this section shall be within the Board's discretion and in accordance with the Board's policies and applicable state and federal law. The Board will seek feedback from the Interim Superintendent on any formal evaluative instrument to be utilized in the evaluation of his performance during the term of this Contract, and thereafter the Interim Superintendent will have the opportunity to provide information he wishes the Board to consider in the evaluation process.

6. RENEWAL/NON-RENEWAL.

Renewal or non-renewal of this Contract shall be in accordance with Board policy and applicable law. The Interim Superintendent understands and accepts that the Board shall give him written notice within fifteen (15) days of the expiration of this Contract as to whether it intends to renew, amend, or non-renew this Contract. Should the Board decide that the Interim Superintendent's contract will not be renewed, the Interim Superintendent will be returned to a Chief Instructional Officer or comparable position in the District and agrees that he will not be eligible to be considered for the Superintendent position.

7. TERMINATION.

7.1 Mutual Agreement. This Contract may be terminated by the mutual agreement of the Interim Superintendent and the Board in writing, upon such terms and conditions as may be mutually agreed upon. After the Interim Superintendent has signed this Contract, the Interim Superintendent will not be released from this Agreement without the written consent of the Board.

7.2 Death, Incapacity, Retirement. This Agreement shall be terminated immediately upon the death or incapacity of the Interim

Superintendent, or immediately upon the Interim Superintendent's retirement under the Teacher Retirement System of Texas.

7.3 Dismissal for Good Cause. This Board may dismiss the Interim Superintendent at any time for good cause. The term "good cause" is as determined by the Board and consistent with applicable law and policy.

7.4 Termination Procedure. In the event that the Board terminates this Agreement for good cause, the Interim Superintendent shall be afforded all the due process rights set forth in the Board's policies and applicable state and federal law.

8. MISCELLANEOUS

8.1 Governing Law. This contract shall be governed by the laws of the State of Texas.

8.2 Amendments. This Contract and the instruments referenced herein embody the entire agreement between the parties and cannot by amended except by written agreement signed by all panies hereto.

8.3 Savings Clause. In the event any one or more of the provisions contained in the Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Contract 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 Interim Superintendent shall be superseded by this Agreement as of its commencement date.

8.4 Conflicts. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence of the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

EXECUTED this 13th day of January, 2026.

NORTH EAST INDEPENDENT SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

By: Secretary, Board of Trustees

Anthony Jarrett,
Interim Superintendent of Schools