

# EMPLOYMENT CONTRACT

THE STATE OF TEXAS §  
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COUNTY OF §  
COLIN §

THIS AGREEMENT is made and entered into by and between the Board of Trustees (the “Board”) of the **Melissa Independent School District** (the “District”) and **Keith Murphy** (the “Superintendent”).

NOW THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to the authority of Chapter 21 of the Texas Education code have agreed, and do hereby agree, as follows:

## 1. TERM

- 1.1 Employment. 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 for a term beginning on April 1, 2017, and ending on June 30, 2020. Each contract year shall consist of 226 days, beginning July 1<sup>st</sup> and ending June 30<sup>th</sup> of each respective year. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this agreement as permitted by state law.
- 1.2 No Right of Tenure. The Board has not adopted any policy, rule, regulation, law or practice providing for tenure. No right of tenure, contractual obligation, expectancy of continued employment, or claim of entitlement is created beyond the contract term.

## 2. EMPLOYMENT

- 2.1 Duties. The Superintendent is the chief executive administrator for 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 assigned by the Board, and shall comply with all Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereafter be adopted or amended. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, skill and expertise and in a thorough, prompt and

efficient manner. The Superintendent agrees to devote his time, skill, labor and attention to performing his duties.

The Superintendent shall have a comprehensive medical exam, at District expense, by a licensed physician once yearly.

- 2.2 Professional Certification and Records. This Agreement is conditioned on the Superintendent's providing the necessary certification and experience records, medical records, oath of office and other records required for the personnel files or payroll purposes. Failure to provide necessary certification shall render this Agreement void. Any material and intentional misrepresentation may be grounds for dismissal.
- 2.3 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's expressed written consent.
- 2.4 Consultant Activities. The Superintendent may, with board approval, undertake consulting work, speaking engagements, lecturing, training and other professional duties.
- 2.5 Professional Growth. The Board encourages the Superintendent to attend, actively participate in and/or join professional and civic organizations at the state and local levels. The District shall pay reasonable expenses for such attendance, including any membership fees and dues of the Superintendent for professional organizations and local civic organizations of the Superintendent's choice, as approved by the board, during the term of this agreement.
- 2.6 Board/Superintendent Relations. The members of the Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to their attention to the Superintendent for study and recommendation. The Superintendent shall investigate and respond to the Board concerning all such matters referred to him in a reasonable and timely manner.

### **3. COMPENSATION**

- 3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of one hundred sixty thousand dollars (\$175,100). This annual salary rate shall be paid to the Superintendent in installments consistent with the Board's policies.
- 3.2 Reimbursement for Employee TRS Contributions. The Superintendent shall receive, during each pay period of the agreement or any extension thereof, an amount equal to the amount deducted from the Superintendent's required payroll deduction for contribution to the Teacher Retirement System of Texas.
- 3.3 Salary Adjustments. At any time during the term of this Agreement, the Board may review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary and benefits set forth in this Agreement.
- 3.4 Expenses. The District shall pay or reimburse the Superintendent for reasonable expenses 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 plus out of district expenses; such costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, airfare 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.
- 3.5 Automobile Expense. The District will reimburse the Superintendent for use of his personal vehicle for school business and events using the state rate in place at the time of travel
- 3.6 Insurance. The Superintendent shall be entitled to the same group health and hospitalization insurance the District pays for all other district employees. Other health and family benefits not paid by the District, that are available to other employees, such as vision, dental, cancer and disability, shall be at the Superintendent's expense.

#### **4. REVIEW OF PERFORMANCE**

- 4.1 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.
- 4.2 Evaluation Format and Procedure. The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law.

#### **5. RENEWAL OF PERFORMANCE**

- 5.1 Renewal/Non-renewal. Renewal or non-renewal shall be in accordance with Board policy and applicable law.

#### **6. TERMINATION OF EMPLOYMENT**

- 6.1 Mutual Agreement. This Agreement 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. After the Superintendent has returned the signed contract, the Superintendent will not be released from this Agreement without the written consent of the Board.
- 6.2 Death/Retirement. This Agreement shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.
- 6.3 Dismissal for Good Cause. The Board may dismiss the Superintendent at any time for good cause.
- 6.4 Termination Procedure. In the event that the board terminates this Agreement for good cause, the Superintendent shall be afforded all the rights set forth in the Board's policies and state and federal law.

## **7. PROFESSIONAL LIABILITY**

- 7.1 The District shall indemnify, defend and hold the Superintendent harmless for any claims, demands, duties, actions or other legal proceedings against the Superintendent, or damages incurred by the Superintendent, including court costs and attorney's fees that arise while Superintendent was acting within the course and scope of his employment with the District. This clause is limited by the authority of the District to provide such coverage under state 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 insurance 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 seek 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. This District's obligation under this paragraph shall continue after the termination of this Contract for qualifying acts for failures to act occurring during the term of this Contract or any extension thereof.
- 7.2 The Board shall not be required to pay any costs of any legal proceedings in the event the Board and the Superintendent are adverse to each other in any such proceedings.
- 7.3 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 the termination of this Contract.

**8. MISCELLANEOUS**

- 8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas.
- 8.2 Amendment. This Contract embodies the entire agreement between the parties and cannot be amended except by written agreement of the parties.
- 8.3 Savings Clause. In the event any one 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.

EXECUTED this, the 12<sup>th</sup> day of January, 2017.

**MELISSA INDEPENDENT SCHOOL DISTRICT**

**By:** \_\_\_\_\_

President, Board of Trustees

**By:** \_\_\_\_\_

Secretary, Board of Trustees

**SUPERINTENDENT**

\_\_\_\_\_  
Keith Murphy