



PRINCETON
INDEPENDENT SCHOOL DISTRICT

Philip Anthony, Superintendent
Danny Folk, Deputy Superintendent
Dr. Jackie Hendricks, Deputy Superintendent

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Donald McIntyre, Assistant Superintendent
René Mullins, Assistant Superintendent

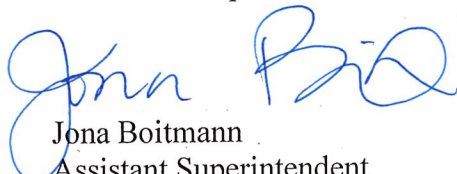
January 11, 2018

Kelsey Mittauer – CBS
KTVT KTXA-TV Dallas-Fort Worth
Special Projects Producer

RE: Superintendent's Contract – Segregable Data

Princeton Independent School District's Superintendent's 2017-2018 base salary is \$184,890. He is on a twelve-month contract totaling 226 work days which includes 10 unpaid vacation days. All of PISD's professional employees who live inside the school district receive an extra \$2000 In-District stipend. The Superintendent receives this stipend. All employees have 8 sick/personal days available for use per year. Unused days roll over to the next year. If these days are not used prior to the end of their employment they do not receive any compensation for them. All professional employees receive a returning/signing bonus each September. The Superintendent's returning bonus amount is \$4000 per year. All employees who choose to participate in our Holiday Fund program receive \$240 from the district in November along with their own chosen contributions to the program. The Superintendent participates in this program. All employees who choose to enroll in health insurance receive \$225 per month toward the cost of the insurance premium. The superintendent is enrolled in the insurance program. All employees are also covered by a \$10,000 insurance policy paid by the district. Our superintendent does not receive any additional benefits.

If there are any questions regarding this information you may contact me at the number listed at the top of this letter or by email at jboitmann@princetonisd.net.



Jona Boitmann
Assistant Superintendent
Princeton ISD

Employment Contract

STATE OF TEXAS ~

COUNTY OF COLLIN ~

SUPERINTENDENT'S CONTRACT

THIS AGREEMENT is made and entered into by and between the Board of Trustees (the "Board") of the Princeton Independent School District (the "District") and Philip Dale Anthony (the "Superintendent").

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

1. The Board agrees to employ the Superintendent on a 12-month basis for three (3) years, beginning July 1, 2017 and ending June 30, 2020.
2. This Agreement is conditioned on the Superintendent's satisfactorily providing the necessary certification and experience records, medical records, and other records required by law, district policy, State Board for Educator Certification rules, and the Texas Education Agency rules. Failure to provide necessary records shall render this Agreement void. Any material misrepresentation may be grounds for dismissal.
3. 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 the construction of this Agreement.
4. The Superintendent agrees to devote his time, skill, labor, 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 an annual salary and other compensation as follows:
 - (a) The district shall provide the Superintendent with an annual salary in the sum of one-hundred eighty-four thousand eight hundred and ninety dollars (\$184,890).

- (b) This annual salary rate shall be paid to the Superintendent in installments consistent with the Board's policies.
 - (c) At any time during the term of this 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 Section 5(a) of this Agreement.
 - (d) Outside of Region 10, 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. Mileage reimbursement outside of Region 10 shall be made at the same rate per mile as other District employees. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policy.
 - (e) The District shall pay the equivalent health insurance benefit for the Superintendent as for other District employees.
 - (f) 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 growth of the Superintendent through the Superintendent's reasonable attendance and participation in appropriate professional meetings at the local, regional, and state levels as approved by the Board. Reasonable expenses of such professional growth activities shall be borne by the District.
 - (g) The Superintendent is encouraged to participate in community and civic affairs. The reasonable fees and expenses of such activities shall be borne by the District 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 Superintendent or the Superintendent's designee shall 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 salary and benefits as set forth in this contract or the Superintendent's evaluation and to interpersonal relationships between individual Board members.
 8. The Board, individually and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and inform the Board of the results of such efforts.

9. 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 law. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as stated in policy. The District's annual goals as approved by the Board shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The evaluation of the Superintendent shall at all times be conducted in closed session.
10. Renewal or nonrenewal shall be in accordance with Board policy and Chapter 21 of the Texas Education Code. It is expressly agreed by the parties that "loss of confidence in the Superintendent by the Board" shall be valid ground for nonrenewal pursuant to Section 21.212 of the Texas Education Code, and this reason is made a part of the Board's policy for nonrenewal of the Superintendent's employment by reference. "Loss of confidence in the Superintendent by the Board" shall be defined as a vote of "no confidence" passed by a majority of the Board plus one (1) member.
11. This Agreement shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.
12. The Superintendent and the Board may agree in writing to terminate this Agreement pursuant to any mutually agreed-upon terms and conditions.
13. 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.
14. 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 in the following school year. The Superintendent may resign with the consent of the Board at any other time.
15. 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.
16. In the event any one or more of the provisions contained in this Agreement 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 Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained therein. 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 February, 2017

Carol B. Bodwell

President, Board of Trustees

Signed this 20th day of February, 2017

P.H. Atty

Superintendent