

## SUPERINTENDENT'S EMPLOYMENT CONTRACT

STATE OF TEXAS           §  
  §       KNOW ALL MEN BY THESE PRESENTS:  
COUNTY OF PARKER       §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into effective the 1st day of July, 2013, by and between the Board of Trustees (the "Board") of the Weatherford Independent School District (the "District") and Dr. Jeffrey Hanks (the "Superintendent").

### WITNESSETH:

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 for a term of three (3) years commencing on July 1, 2013, and ending on June 30, 2016. 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 make recommendations to the Board regarding the selection of principals and central administration contractual personnel. Additionally, it shall be the duty of the Superintendent to exercise final authority to employ all contractual personnel below the level of campus principal. 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.** 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 and shall provide evidence of such certification to the Board upon request at any time. The Superintendent shall also provide evidence of educational attainment, degrees earned, previous professional experience and other records required for the personnel files of the District. Failure to maintain valid and appropriate certification shall render this Agreement void.

**2.3 Reassignment.** The Superintendent shall not be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

**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 Criticisms, Complaints, and Suggestions.** 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. If employees, parents, students, or other members of the public bring concerns or complaints to an individual Board member, he or she shall refer them to the Superintendent or another appropriate administrator, who shall proceed according to the applicable complaint policy. When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Trustee may request that the issue be placed on the agenda. Board Policy BBE (LOCAL) regarding constituent service is to direct requests for service through the proper channels to achieve resolution and is incorporated into this Section of this Contract. Annually, in the month of June, or as directed by the Board President, the Superintendent shall present a summary to the Board, that includes data related to constituent service requests, trends, conclusions, and recommendations for improvement. The report shall contain the most current information and shall also include comparative data when available.

**2.6 Indemnification.** To the extent it may be permitted to do by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby

agree to defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by Superintendent. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case Superintendent's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. No individual Board member shall be personally liable for indemnifying and defending the Superintendent under this paragraph. The Board shall not be required to pay any costs of any legal proceedings in the event the Board and the Superintendent are named as adverse parties to each other in any such proceedings. The District's obligation under this Paragraph shall continue after the termination of this Contract for qualifying acts or failures to act within the course and scope of employment occurring during the term of this Contract or any extension thereof. The Superintendent shall reasonably cooperate with the District in the defense of any and all demands, claims, suits, actions and legal proceedings brought against the District or the Superintendent. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

2.9 **Residence.** While the Superintendent is employed as Superintendent of Schools of the District, he will reside within the boundaries of the District.

### III. Compensation

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of TWO HUNDRED SEVEN THOUSAND THREE HUNDRED SEVENTY-FIVE AND NO/100 DOLLARS (\$207,375.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3.2 **Salary Adjustments.** Additionally, 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. In such event, the parties agree to provide their best efforts and reasonable cooperation to execute a new contract incorporating the adjusted salary.

**3.3 Vacation, Holiday and Personal Leave.** The Superintendent may take the same number of days of vacation authorized by policies adopted by the Board for administrative employees on twelve-month contracts, the days to be taken in a single period or at different times. The 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. Accrued but unused vacation days, up to a maximum of 10 days annually, shall accumulate and carry forward from year to year during the term of this Contract. The Superintendent shall 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. In addition to the other leave afforded to the Superintendent hereunder, each year during the term of this Contract the Superintendent shall receive an additional five (5) days of discretionary leave. On or before July 1 of each year, all unused vacation days that have accrued during the previous twelve months ending on June 30, shall be paid to the Superintendent, calculated by dividing the annual salary by 226 days and multiplying that sum by the number of accrued but unused vacation days.

**3.4 Insurance.** The District shall pay the premiums for hospitalization, major medical, and dental insurance coverage for the Superintendent pursuant to the group health care plan provided by the District for its administrative employees.

**3.5 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 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. 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. 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 such attendance and membership.

**3.6 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 two (2) local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance Board approval.

**3.7 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 subject to advance Board approval. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be consistent with state and federal law.

**3.8 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 provide a budget to include all anticipated expenses during the yearly budget process to be approved by the Board upon approval of the District's budget. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

**3.9 Travel Allowance.** The Board shall provide the Superintendent with an automobile allowance for in District travel in the sum of Seven Hundred and No/100 Dollars (\$700.00) per month. In addition to the allowance provided herein, the Board shall reimburse the Superintendent for out of District travel incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract in accordance with section 3.8 of this Agreement.

**3.10 Insurance – Life.** The District shall pay the annual premium toward the purchase of a term life insurance policy or similar life insurance policy to the extent it is provided for other administrative employees.

**3.11 Computer.** The District shall provide a personal laptop computer for the Superintendent's business and personal use. The Superintendent may, in the Superintendent's discretion, purchase a new replacement laptop computer during the term of this Contract for the advantages offered by the then current laptop computer technology, subject to Board approval.

**3.12 Wellness Exam.** The Board, as a part of the Superintendent's compensation and benefits package, wishes to provide for the cost of a wellness medical evaluation at the Cooper Clinic. The Board will reimburse the Superintendent up to \$2,500.00 one-time per calendar year towards the cost of the examination upon the Superintendent's presentment of a total receipt for such services. The receipt should not contain any itemized listing of exams or procedures undertaken by the Superintendent. The Board does not require a report, and the Superintendent maintains ownership of all records of any exam undertaken as a part of this benefit.

3.13 **Annuity.** The Superintendent shall receive additional compensation in the respective amount according to the following schedule:

- (1) on September 1, 2013, the amount of TEN THOUSAND AND N0/100 DOLLARS (\$10,000.00);
- (2) on June 30, 2014, the amount of TWELVE THOUSAND AND N0/100 DOLLARS (\$12,000.00);
- (3) on June 30, 2015, the amount of FOURTEEN THOUSAND AND N0/100 DOLLARS (\$14,000.00);
- (4) on June 30, 2016, the amount of FIFTEEN THOUSAND AND N0/100 DOLLARS (\$15,000.00); and
- (5) on June 30, 2017, the amount of EIGHTTEEN THOUSAND AND N0/100 DOLLARS (\$18,000.00), which amount shall be placed in a tax sheltered annuity under the District's annuity program.

Consistent with the initial term of this Contract, and as an incentive for the Superintendent to remain in the District's employ, the Superintendent's entitlement to such annuity shall vest upon the completion of the Initial Contract Period, as defined below. Until such time as the funds are distributed pursuant to this Paragraph and are vested in the Superintendent, the District shall determine the investments vehicles.

On behalf of the District, the Board shall establish for the Superintendent either a tax- sheltered annuity under Section 403(b) of the Internal Revenue Code of 1986, as amended (the "Code") (the "403(b) Annuity"), or a deferred compensation arrangement under Section 457 of the Code (but in no event shall any contributions be made to any plan established under Section 457(f) of the Code) to be funded through a life insurance policy or an annuity contract (together referred to hereinafter as the "457 Funding Mechanism"), or both. The terms of the 403(b) Annuity and the deferred compensation arrangement are set forth in separate documents and incorporated herein by reference. The 403(b) Annuity and the 457 Funding Mechanism are to be mutually acceptable to the Superintendent and the Board. Prior to September 1, 2013, and for each subsequent year of employment thereafter through June 30, 2017, the District shall make a contribution to the 403(b) Annuity of an amount equal to the lesser of (i) the respective amount set forth in the above schedule; or (ii) the maximum amount the District may contribute to a qualified tax-sheltered annuity under section 403(b) of the Code for and on behalf of the Superintendent without creating any federal income tax liability for the Superintendent on account of such contribution to the 403(b) Annuity. The District shall then contribute to the 457 Funding Mechanism an amount equal to the positive difference between the respective amount set forth in the above schedule, less the amount contributed by the District to the 403(b) Annuity. Contributions shall be made by the District to either the 403(b) Annuity or the 457 Funding Mechanism, or both, prior to June 30 of each year of employment under this Contract.

At all times during the period commencing on July 1, 2013, and ending on June 30, 2018 (the "Initial Contract Period"), contracts evidencing the 457 Funding Mechanism shall be owned by the District. If the Superintendent is still employed by the District as its Superintendent on the last day of the Initial Contract Period, the District shall assign all of its right, title and interest to

the 457 Funding Mechanism to the Superintendent and deliver such 457 Funding Mechanism to the Superintendent as soon after June 30, 2018 as administratively possible. In the event the Superintendent dies during the Initial Contract Period while serving as Superintendent of the District, the District shall pay the Superintendent's estate the cash value of the 457 Funding Mechanism as of the date of the Superintendent's death. In the event the Superintendent leaves the District for any reason cited in Sections VI and VII, other than death, prior to the end of the Initial Contract Period, the Superintendent's right to receive the 457 Funding Mechanism shall be forfeited.

To the extent that the Superintendent recognizes compensation income under the 457 Funding Mechanism, the Superintendent shall pay to the District at such time compensation income is required to be recognized, an amount of money as the District may require to meet its withholding obligation under the applicable tax laws and regulations. In the alternative, if the Superintendent does not make such payment to the District, the District is authorized to withhold from any cash remuneration or compensation then or thereafter payable to the Superintendent by the District, an amount equal to any tax required to be withheld by reason of such resulting compensation income, or the District may otherwise refuse to transfer ownership of the 457 Funding Mechanism to the Superintendent until the District's withholding obligations have been satisfied.

#### **IV. Annual Performance Goals**

**4.1 Development of Goals.** The Superintendent shall submit to the Board, pursuant to the District's Strategic Plan and District's Strategic Goals, 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, and at such other times as deemed necessary and appropriate by the Board. 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 Procedure.** The evaluation format and procedure shall be in accordance with the evaluation instrument formally adopted by the Board, with input from the Superintendent, the Board's policies, the goals developed pursuant to Section 4.1 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. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. Within thirty (30) 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 meet with the Superintendent, pursuant to Board Policies, Procedures and Operating Guidelines, to discuss 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 or Nonrenewal of Employment Contract**

**6.1 Extension/Nonrenewal.** Extension and/or nonrenewal shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable 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 Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the



- Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;
- (c) Insubordination or failure to comply with lawful written Board directives;
  - (d) Failure to comply with the Board's policies or the District's administrative regulations;
  - (e) Neglect of duties;
  - (f) Drunkenness or excessive use of alcoholic beverages;
  - (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
  - (h) Conviction of a felony or crime involving moral turpitude;
  - (i) Failure to meet the District's standards of professional conduct;
  - (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
  - (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
  - (l) Immorality which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
  - (m) Assault on an employee or student;
  - (n) Knowingly falsifying records or documents related to the District's activities;
  - (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
  - (p) Failure to fulfill requirements for superintendent certification; or,
  - (q) Any other reason constituting "good cause" under Texas law.

7.4 **Termination Procedure.** In the event that the Board terminates this Contract for "good cause," the Superintendent shall be afforded all the rights as set forth in the Board's policies and state and federal law.

7.5 **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.

## VIII. Miscellaneous

8.1 **Controlling Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in Parker County, Texas, unless otherwise provided by law. Venue for any legal proceeding under this Contract shall be in state district court in Parker County, Texas, unless a different venue is mandatory under the provisions of the Texas Education Code.

8.2 **Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein.

8.3 **Conflicts.** In the event of any conflict between the terms, conditions, and provisions of this 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 over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

8.4 **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. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

8.5 **Notice.** Any notice required or permitted to be delivered hereunder shall be made in writing either (a) by actual delivery (e.g., personally, by commercial courier service, or by confirmed telefacsimile) of the notice, or (b) by the mailing of the notice by United States Postal Service certified or registered mail, return receipt requested, and addressed to the Party to be notified at the address set forth on the execution page below (or at such other address as may be given by notice by a Party). The notice shall be deemed to be received (i) if by actual delivery, on the date of its receipt by the Party, or (ii) if by mail, on the second day on which mail is delivered following the date of deposit in the United States Postal.

8.6 **Multiple Originals.** This Contract is executed in multiple originals, each of which shall be deemed an original for all purposes and all of which shall constitute one and the same instrument for all purposes.

8.7 **Agreement Interpretation.** The parties to this Contract covenant and agree that in any litigation relating to this Contract, the terms and conditions of the Contract will be interpreted according to the laws of the State of Texas. The parties acknowledge that each of them was represented by legal counsel in the negotiation and drafting of this Contract. Accordingly, the parties agree that this Contract shall not be interpreted against the drafter hereof.

*[Signatures to follow]*

WEATHERFORD INDEPENDENT SCHOOL DISTRICT

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

Paul Paschall, President, Board of Trustees

ATTEST:

By: Ashley Conlon  
Ashley Conlon, Secretary, Board of Trustees

Executed this 8th day of August, 2013.

SUPERINTENDENT

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

Dr. Jeffrey Hanks

Executed this 8th day of August, 2013.