

**SUPERINTENDENT/CEO CONTRACT
INTERNATIONAL LEADERSHIP OF TEXAS**

THE STATE OF TEXAS

COUNTY OF DALLAS

This Superintendent/CEO Contract (the "CEO Contract") is entered into by and between the Board of Directors (the "Board") of **International American Education Foundation, Inc. d/b/a International Leadership of Texas** ("ILTexas") and **Mr. Edward G. Conger** (the "CEO").

WHEREAS, the Board desires to provide the CEO with a written Employment Contract in order to enhance administrative stability and continuity within ILTexas, which the Board believes generally improves the quality of its overall educational program; and

WHEREAS, the Board and the CEO believe that a written Employment Contract is necessary to describe specifically their relationship, and to serve as the basis of effective communication between them;

NOW, THEREFORE, the Board and the CEO, for the consideration herein specified, agree as follows:

1. TERM

1.1 **Term**. The Board hereby agrees to employ the CEO as the Superintendent/Chief Executive Officer of ILTexas for the term commencing on **July 1st, 2019** and ending **June 30th, 2022** (the "Term"), unless terminated earlier by mutual consent of both parties, or as otherwise permitted under this CEO Contract. This CEO Contract is conditioned upon continued funding and appropriations of ILTexas by the State of Texas pursuant to the ILTexas open-enrollment charter.

1.2 **No Right of Tenure**. The Board has not adopted any policy, rule, regulation, or practice providing for tenure. This CEO Contract creates no right of tenure. No property interest, express or implied, is created in continued employment beyond the Term hereof.

2. EMPLOYMENT

2.1 **Duties**.

2.1.1. The CEO is the Chief Executive Officer of ILTexas and shall faithfully perform the duties of the CEO as prescribed in a job description for that position, and/or as may be described in the ILTexas charter, which duties may be amended from time to time, and as may be assigned by action of the Board. The CEO shall be responsible to organize the ILTexas central administration; to approve reports or data submissions required by law; and to select and terminate ILTexas employees and officers. The CEO shall also be directly responsible for