

RESIGNATION AND RELEASE AGREEMENT

THIS RESIGNATION AND RELEASE AGREEMENT (the "Agreement") is entered into by and between the Hutto Independent School District ("HISD") and Kurt Mogonye ("Mr. Mogonye") to settle all matters arising out of Mr. Mogonye's employment with HISD and to effect the separation of Mr. Mogonye's employment from HISD.

NOW THEREFORE, in consideration for the mutual promises and agreements contained herein, and for other good and valuable consideration, the receipt of which is hereby acknowledged, the parties agree as follows:

1. Mr. Mogonye, upon executing this Agreement, thereby tenders his irrevocable resignation from HISD employment effective at the close of business on January 30, 2026.
2. HISD, upon executing this Agreement, thereby accepts Mr. Mogonye's resignation effective at the close of business on January 30, 2026.
3. HISD agrees that through Mr. Mogonye's date of resignation, Mr. Mogonye will remain on administrative leave with pay, including all benefits to which Mr. Mogonye would be entitled if he were actively working, including but not limited to health insurance and TRS contributions. Mr. Mogonye will not represent HISD in any capacity moving forward up to and including January 30, 2026.
4. Mr. Mogonye represents to HISD, as a material inducement to HISD to enter into this Agreement, that he has not filed any charges or complaints against HISD with the Texas Commission of Human Rights, the Equal Employment Opportunity Commission, or with any other local, state, or federal agency or Court against HISD and/or any of its current and/or former employees, members of the Board of Trustees, officials, agents, or representatives in any court or administrative agency, federal or state, or in any other forum and that he will not do so at any time hereafter relating to any act, omission, or transaction through the date of this Agreement.
5. Mr. Mogonye waives any right to file or prosecute any legal, equitable, or administrative action against HISD and/or any of its current and/or former employees, members of the Board of Trustees, officials, agents, or representatives in any court or administrative agency, federal or state, or in any other forum, relating to any act and/or omission that occurred prior to and including the date of execution of this Agreement which action is in any way related to or based upon his employment with HISD or to his resignation from employment with HISD.
6. The parties to this Agreement agree not to disparage one another in any oral or written form, including but not limited to comments, remarks, or other communications on or to conventional news media, social media, or in other public communications made by or on behalf of either Hutto ISD or Mr. Mogonye.

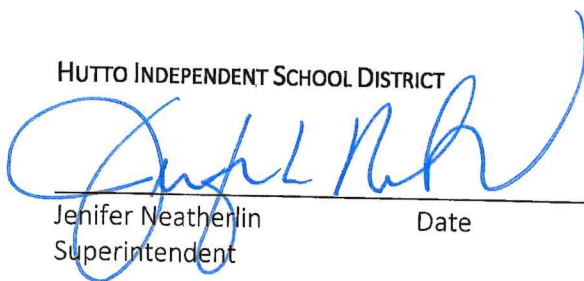
7. If any provision of this Agreement is determined to be illegal or unenforceable, then that provision shall be deemed stricken and all remaining provisions shall remain in full force and effect.
8. This Agreement shall be governed by, construed and enforced in accordance with the laws of the State of Texas applicable to contracts made and wholly performed within such state. The parties irrevocably consent to the jurisdiction of the State of Texas and agree that Williamson County, Texas, shall be the mandatory and exclusive place of venue to resolve any dispute with respect to this Agreement.
9. The parties have caused this Agreement to be executed in multiple counterparts, either of which shall be deemed an original, but which taken together constitute one and the same instrument.
10. This Agreement constitutes the complete understanding and expression of the parties' agreement and supersedes any and all prior and contemporaneous representations, agreements, discussions and negotiations, either oral or written, by and between any of the parties or their respective legal counsel. No oral understandings, statements, promises or inducements contrary to or other than the terms of this Agreement exist. This Agreement may not be amended orally.
11. The parties and their counsel have reviewed this Agreement and agree that the normal rules of construction which require that any ambiguities in this Agreement are to be construed against the drafter shall not be employed in interpretation of this Agreement.
12. The parties acknowledge, warrant, and represent that this Agreement has been mutually drafted and entered into based upon their own independent knowledge and judgment and on the advice of their own legal counsel, if any, of their own free choice. The parties further acknowledge, warrant, and represent that their attorneys, if any, have explained the terms and ramifications of this Agreement, that they fully understand and voluntarily accept the terms of the Agreement, and that no promise or agreement that is not herein expressed has been made to them in executing this Agreement. Neither party has acted in reliance on any representation, advice, or other action of the other party except as provided for herein.

KURT MOGONYE


Kurt Mogonye

OCT. 10, 2025
Date

HUTTO INDEPENDENT SCHOOL DISTRICT

 10/14/25

Jenifer Neatherlin
Superintendent

Date