SUPERINTENDENT'S EMPLOYMENT CONTRACT

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

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into effective the 15th day of December 2025, by and between the Board of Trustees (the "Board") of the Huffman Independent School District (the "District") and Dr. Angeles Perez ("Superintendent").

W I T N E S S E T H:

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 on a 12-month basis commencing on December 15, 2025, and ending on June 30, 2029. In all years of this Contract, the contract year shall be from July 1st through June 30th. 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. This Contract creates no property interest of any kind beyond the term of this Contract.

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 recommend for employment all professional employees of the District subject to the Board's approval. 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, evaluate and accept resignations 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 state law, Board policy, and 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 all other certificates required by law.

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

2.4 **Board Meetings.** Unless otherwise prohibited by law, 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 Contract or the Superintendent's salary and benefits as set forth in this 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. There may also be times when the Board and the Superintendent agree that it is appropriate for the Superintendent not to attend a Board meeting or a portion of a Board meeting. In that case, the Superintendent will be excused from attending the meeting or portion of the meeting. In the event of illness or Board President approved absence, the Superintendent's designee shall attend such meetings.

2.5 **Criticisms, Complaints, and Suggestions.** The Board and the Superintendent shall maintain a working relationship that is in the best interests of the District. To that end, all criticisms, complaints, or suggestions received by the Board, or any individual Board member(s) shall, prior to any action being taken as to same, be referred to the Superintendent for appropriate resolution, study or recommendation. The Superintendent will either refer such matter(s): (a) 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 Board policies. The Superintendent shall refer all substantive complaints from staff and/or third parties regarding a Board member to the Board President for review and action. If the complaint is about the Board President, the Superintendent shall refer the complaint to the Board Vice President.

2.6 **Legal Defense/Indemnification**. The District agrees that, to the extent permitted by state law, it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in her individual capacity or in her official capacity as agent and employee of the District if the incident in question arose while the Superintendent was acting within the course and scope of her employment and in conformity with the policies of the District. This defense and indemnity excludes criminal or other illegal acts and any other act, action or omission of the Superintendent which is determined to have been done, taken, or committed with malice or with intent to cause

the injury or damage suffered by the claimant. This provision does not apply if the Superintendent is found to have acted with gross negligence or with intent to have violated a person's clearly established legal rights, to have acted outside the course and scope of her employment, to have engaged in criminal conduct, or to have engaged in official misconduct. This provision also does not apply to criminal investigations or proceedings. At its sole discretion, the District may fulfill the obligation under this paragraph by purchasing insurance coverage for the benefit of the Superintendent or by including the Superintendent as a covered party under any 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 she could seek indemnification under this paragraph, to the extent that damages are recoverable or a defense is provided under any such contract of insurance. In no event shall any individual Board member, present or future, be personally liable for defending or indemnifying the Superintendent against any such demands, claims, suits, actions and legal proceedings. The Board shall not be required to pay any costs of any legal proceedings in the event the Board and the Superintendent are adverse parties to each other in any such proceedings. 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. The Superintendent's obligation under this paragraph and the obligation of the District under this paragraph shall continue after the termination of this Contract.

III. Compensation and Benefits

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of One Hundred Eighty Thousand Eight Hundred and No/100 Dollars ($180,800.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3.2 **Salary Adjustments.** 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 in the form of a written addendum to this Contract or a new contract, and such adjustment shall be exclusive of any insurance policy or other benefits unless specifically provided in the addendum or new contract.

3.3 **Holiday, Non-Duty Days, and Personal Leave.** The Superintendent shall observe the same legal holidays and non-duty days as well as receive the same local sick leave and state personal leave benefits as authorized by Board policy for employees who are employed under twelve-month contracts, the days to be taken in a single period or at different times. The Superintendent shall work at least two hundred and twenty-six (226) days during each year of this Contract.

3.4 **Insurance.** The District shall pay the premiums for hospitalization, major medical, and dental insurance coverage for the Superintendent and her dependent children pursuant to the group health care plan(s) provided by the District for administrative employees who are employed under 12-month contracts.

3.5 **Vehicle Allowance.** The District shall pay the Superintendent an amount of $650.00 per month during the Superintendent's employment with the District to pay for a vehicle, insurance, repair, maintenance, fuel and other expenses of operating a vehicle. The Superintendent shall maintain liability insurance for her car of not less than the amount of $250,000 (bodily injury liability - each person); $500,000 (bodily injury liability - each accident); $100,000 (property damage liability - each accident). This vehicle may be used for personal and business purposes. This monthly payment shall be made in equal periodic payments at the same time as payment of the Superintendent's base salary. The Superintendent may be reimbursed for travel in her vehicle outside of the District at the District's approved reimbursement rate for travel on District business outside of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

3.6 **Information Technology/Communications allowance:** The District shall pay the Superintendent an amount of $150.00 per month during the Superintendent's employment with the District for an information technology/communications allowance to provide her with a cellular telephone, computer, internet communication, or any other technical equipment for the Superintendent's use at her home for District business and personal use. This payment shall be made in equal periodic payments at the same time as payments of the Superintendent's base salary

3.7 **Moving Expenses:** The District will reimburse Superintendent for reasonable and customary moving expenses incurred to establish residency within the school district not to exceed five thousand dollars ($5,000.00). The Superintendent agrees to obtain and reasonably select from at least two quotes for such services.

3.8 **Benefits.** In addition to the benefits expressly set forth herein, the District shall also provide to the Superintendent other benefits provided to administrative employees of the District as required or provided for by state law and/or Board policies The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase the benefits not expressly provided herein, at the Board's sole discretion.

IV. Annual Performance Goals and Professional Growth

4.1 **Development of Goals.** The Board shall work collaboratively with the Superintendent each year to prepare a list of goals for the District. The Superintendent shall submit to the Board 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 semiannually 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 always be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The District Goals approved by the Board shall be specific, definitive and objectively measurable, to the extent feasible.

4.2 **Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the directions, 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, state, and national levels, as approved by the Board. The District shall pay the Superintendent's membership dues to the American Association of School Administrators, the Texas Association of School Administrators and the Texas Association of School Business Officials. Reasonable expenses of such professional growth activities (registration, travel, meals, lodging, and other related expenses) shall be borne by the District in an amount to be approved annually by the Board.

4.3 **Civic Activities**. The Superintendent is encouraged to participate in community and civic affairs, including chamber of commerce and civic clubs. The reasonable expense of such activities shall be borne by the District in an amount approved annually by the Board.

V. Review of Performance

5.1 **Evaluation.** The Board shall evaluate the Superintendent annually in writing. 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. Unless the Board and the Superintendent expressly agree otherwise in writing, the Superintendent's evaluation shall at all times be conducted in closed or 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. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board and the Superintendent's evaluation.

5.2 **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 Agreement.

5.3 **Evaluation Format and Procedure.** The evaluation format and procedure shall be in accordance with the Board's policies, and state and federal law. A copy of the written evaluation shall be delivered to the Superintendent. In the event that 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 expectations, such modifications must be adopted with input from the Superintendent and the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

5.4 **Evaluation Content.** The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description. The Board's written District Goals shall be among the criteria on which the Superintendent's performance is reviewed and evaluated.

5.5 **Confidentiality.** Unless the Board and the Superintendent expressly agree

otherwise, in writing, the evaluation of the Superintendent shall at all times be conducted in closed session. The evaluation shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

VI. Extension or Nonrenewal of Employment Contract

6.1 **Extension/Nonrenewal.** Extension or nonrenewal shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable law. Contract extension, may be, but is not required to be considered during the month of January of each respective contract year. An informal or formal review of the Superintendent's performance may be held by the Board in order to make any contract extension decision.

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 **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 school year. The Superintendent may resign with the consent of the Board at any other time.

7.3 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

7.4 **Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause in accordance with state law and Board policy.

7.5 **Termination Procedure.** In the event the Board proposes the termination of 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.

Article VIII. Miscellaneous

8.1 **Complete Agreement, Controlling Law, and Conflicts.** 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. Contract shall be governed by the laws of the State of Texas and shall be performable in Harris County, Texas, unless otherwise provided by law. In the event of any conflict between the terms, conditions and provisions of this Employment 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.

8.2 **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 for the terms stated herein 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.

8.3 **Contract Approval and Execution.** This Contract was approved by the Huffman ISD Board of Trustees at its duly called and posted meeting on December 15, 2025, and is fully effective on the date of final execution of the signatures listed below. For purposes of this Contract, facsimile or email-PDF or electronic signatures are treated as original signatures

8.4 **Paragraph Headings.** The headings used at the beginning of each numbered paragraph in this Contract are not intended to have any legal effect; the headings do not limit or expand the meaning of the paragraphs that follow them.

8.5 **Amendment**. This Agreement embodies the entire agreement between the parties and cannot be amended, except by written agreement of the parties

HUFFMAN INDEPENDENT SCHOOL DISTRICT

By: _____
Layla Karasek, President
Board of Trustees
Huffman Independent School District

Executed this 15th day of December, 2025

SUPERINTENDENT

By: _____
Dr. Angeles Perez

Executed this 15th day of December, 2025