

**UNION GROVE ISD
SUPERINTENDENT’S EMPLOYMENT CONTRACT**

**THE STATE OF TEXAS §
 §
COUNTY OF UPSHUR §**

THIS SUPERINTENDENT’S EMPLOYMENT CONTRACT (“Contract”) is made and entered into effective the 12th day of January, 2026, by and between the Board of Trustees (the “Board”) of the **Union Grove Independent School District** (the “District”) and **Greg Bower** (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 commencing on April 1, 2026 and ending on June 30, 2029. 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 term of this Contract.

II. Employment

2.1 Duties. The Superintendent is the chief executive officer 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 or adopted. 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, 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. The Board shall have the right to assign additional duties to the Superintendent and to make changes in responsibilities or work at any time during the Contract term. 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. If the Superintendent's certification expires, is canceled, or is revoked, this Contract is void.

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. 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, the Superintendent's salary and benefits, or for the 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 absences, the Superintendent's designee shall attend such meetings.

2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer 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. Nothing herein shall be construed to prevent the right of a District employee to communicate directly with a Board member pursuant to Board policy. The Board retains the right to investigate complaints about the Superintendent.

2.6 Indemnification. To the extent it may be permitted to do so 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

demands, claims, suits, actions, judgments, expenses, and attorney's fees where it is determined that the Superintendent: (a) committed criminal or other illegal acts; (b) committed any other act, action, or omission with malice or with intent to cause the injury or damage suffered by the claimant; (c) committed official misconduct; (d) committed a willful or wrongful act or omission, (e) committed an act or omission constituting gross negligence; (f) acted in bad faith; or (g) acted outside of the scope of his employment. This indemnity provision excludes any costs, fees, expenses, or damages that would be recoverable or payable under an insurance contract held either by the District or by the Superintendent. The duty to defend, hold harmless, and indemnify the Superintendent set forth in this paragraph does not apply if the Superintendent is found to have materially breached his contract or to have acted with intent to violate a person's clearly established legal rights. The duty to defend, hold harmless, and indemnify the Superintendent set forth in this paragraph does not apply to criminal investigations or proceedings. At its sole discretion, the District may fulfill its obligations 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 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 herein will depend on the terms of the applicable insurance contract, which shall govern and control. 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.

2.6.1 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.

2.6.2 The Superintendent shall fully 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 shall continue after the termination of this Contract.

2.6.3 After termination of this Contract, the Superintendent agrees to provide assistance to and cooperate with the District, its Trustees, agents, and attorneys in response to, or in defense of, any demand, claim, complaint, suit, action or legal proceeding brought against the District, its Trustees, or agents, arising from any acts or events alleged to have occurred during the term of the Superintendent's employment with the District, at no additional expense to the District other than reimbursement for his documented reasonable and necessary out-of-pocket expenses, plus reimbursement of any salary lost by the Superintendent by virtue of his taking time off from his then current employment to assist the District at its request. If the Superintendent is not employed at that time, the District will compensate him at his daily rate as of the date this Contract is terminated. Requests for assistance from the Superintendent with respect to such matters shall be made through the Board of Trustees' President, any successor superintendent, and/or legal counsel for

the District, and the amount to be reimbursed to the Superintendent shall be mutually agreed upon in advance.

III. Compensation

3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of One Hundred and Fifty Thousand and No/100 Dollars (\$150,000.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies and in accordance with the District's normal payroll practices.

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 pursuant to Section 3.1 of this Contract except by mutual agreement of the two parties or as otherwise allowed under Texas law. 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.

3.2.1 Widespread Salary Reductions. If the Board implements a widespread salary reduction under Texas Education Code Section 21.4032, the Superintendent's annual salary shall be reduced by the percent or fraction of a percent that is equal to the average percent or fraction of a percent by which teacher salaries have been reduced.

3.2.2 Furlough. If the Board implements a furlough under Texas Education Code Section 21.4021, the Superintendent shall be furloughed for the same number of days as other contract personnel and the Superintendent's salary shall be reduced in proportion to the number of furlough days.

3.2.3 Financial Exigency. In accordance with Texas Education Code Section 21.212(f), the Board may choose to amend the terms of the contract of a Superintendent employed under a term contract based on a declared financial exigency under Section 44.011 of the Texas Education Code. A Superintendent whose contract is amended under this provision may resign without penalty by providing reasonable notice to the Board of at least Thirty (30) calendar days.

3.3 Vacation, Holidays, and Personal Leave. The Superintendent may take, at the Superintendent's choice, the same number of days of vacation authorized by the Board or by policies (including employee handbooks) adopted by the Board for administrators on twelve-month contracts, but, in any event, no less than fifteen (15) vacation days per year. 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. Otherwise, the same policies and/or procedures governing the vacation days of other administrative employees on twelve-month contracts shall govern the vacation days of the Superintendent. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts or by the Board-adopted District calendar. The Superintendent is

hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve-month contracts and shall comply with District leave and absence reporting procedures for professional employees.

3.4 Insurance. The District shall pay the same amount toward the premiums for the Superintendent's health insurance coverage that the District contributes for other 12-month employees. The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase these benefits, at the Board's sole discretion.

3.5 Texas Teacher Retirement System. For performance of Superintendent duties, the District shall supplement the Superintendent's salary by an amount equal to the Superintendent's portion of the member contribution to the Texas Teacher Retirement System ("TRS") during the Term of this Contract, including any extensions thereof. This supplement shall include both the retirement and TRS-Care parts of the TRS member contribution, as applicable. This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

3.6 Annuity. The District shall pay \$5,000.00 into an annuity on or about the anniversary date of the Superintendent's start date of April 1, 2026 each year for three (3) years, with the first payment being April 1, 2027. If the Superintendent resigns or his employment otherwise ceases before his completion of three (3) consecutive years of employment as the District's Superintendent, the District will retain all ownership and possession rights to the annuity and its proceeds. If the Superintendent resigns or his employment as the District's Superintendent otherwise ceases on or after April 1, 2029, the Superintendent will retain all ownership and possession rights to the annuity and its proceeds.

3.7 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 bear the reasonable costs and expenses for such attendance. The District shall pay the Superintendent's membership dues to the Texas Association of School Administrators, as well as other professional organization membership dues approved in advance by the Board as being necessary to maintain and improve the Superintendent's professional skills. The Superintendent shall notify the Board President when he intends to be out of the District traveling on District business or vacation.

3.8 Outside Consultant Activities. With the prior approval of the Board, the Superintendent may hold office in professional organizations, serve as a consultant to other school districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other similar activities (all referred to collectively herein as “Consulting Services”) which are of a short-term duration and do not interfere with the performance of his duties as Superintendent or result in any financial cost to the District. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be in keeping with state and federal law, including any laws prohibiting the Superintendent from receiving any compensation for such Consulting Services. The Superintendent shall notify the Board President of outside consultant activities.

3.9 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. Subject to advance Board approval, the District shall pay or reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and any related travel outside of the District.

3.10 Travel Expenses. The District shall pay or reimburse the Superintendent for reasonable business expenses incurred by the Superintendent in the continuing performance of the Superintendent’s duties under this Contract for travel outside of the District. 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. Mileage reimbursement will be at the IRS approved rate existing at the time the travel occurs. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

3.11 Moving Allowance. In connection with the necessary relocation of the Superintendent, the District shall pay the Superintendent the sum of Seven Thousand and No/100 Dollars (\$7,000.00) as a moving and relocation allowance. This moving and relocation allowance is a one-time allowance paid in lieu of any other compensation or reimbursement for the cost and expense of relocating the Superintendent and his belongings.

IV. Annual Performance Goals

4.1 Development of Goals. The Superintendent shall submit to the Board each year, for the Board’s consideration and possible adoption, a preliminary list of goals for the District. 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. The evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent. The Board, at its discretion, may evaluate and assess the performance of the Superintendent as many times during the year as the Board deems appropriate.

5.2 Confidentiality. Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall be conducted in closed 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 Procedures. The evaluation format and procedure shall be in accordance with the evaluation instrument selected by the Board in accordance with the Board's policies and state and federal law. 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. Renewal, Non-renewal, and Suspension of Employment Contract

6.1 Renewal/Non-renewal. Renewal or non-renewal shall be in accordance with Board Policy, Texas Education Code Chapter 21, Subchapter E, and applicable law.

6.2 Suspension. In accordance with Texas Education Code Chapter 21, the Board may suspend the Superintendent without pay for a period not to extend beyond the end of the school year during the term of this Contract for good cause, as determined by the Board.

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" includes, but is not limited to, the following list of conduct and situations:

- (a) Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.

- (b) Failure to fulfill duties or responsibilities.
- (c) Incompetency or inefficiency in the performance of duties.
- (d) Insubordination or failure to comply with Board directives.
- (e) Failure to comply with Board policies or the District's administrative regulations.
- (f) Failure of the District to make measurable progress toward the goals stated in the District improvement plan.
- (g) Conducting personal business during school hours when it results in neglect of duties.
- (h) Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the Superintendent's duties, or while attending any school- or District-sponsored activity.
- (i) The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
- (j) Failure to meet the District's standards of professional conduct.
- (k) Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL).
- (l) Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony.
- (m) Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.
- (n) Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job.
- (o) Immorality, which is conduct that 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.
- (p) Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
- (q) Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
- (r) Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
- (s) Behavior that presents a danger of physical harm to a student or other individuals.
- (t) Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
- (u) Falsification of records or other documents related to the District's activities.
- (v) Falsification or omission of required information on an employment application.
- (w) Misrepresentation of facts to the Board or other District officials in the conduct of District business.
- (x) Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.

- (y) Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
- (z) Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
- (aa) Any reason constituting good cause under Texas law for terminating the contract during its term.

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 Upshur County, Texas, unless otherwise provided by law.

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. 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.

8.3 Notice.

8.3.1 To Superintendent. The Superintendent agrees to keep a current address on file with the Board President. The Superintendent agrees that the Board may meet any legal obligation it has to give the Superintendent written notice by delivering the notice through hand-delivery, certified mail, regular mail, and/or express delivery service to the Superintendent's address of record.

8.3.2 To Board. The Board agrees that the Superintendent may meet any legal obligation to give the Board written notice by providing one copy of the notice to the President of the Board and one copy to the Vice President of the Board. The Superintendent may provide such notices by hand delivery, certified mail, and/or express delivery service to the Board President and Vice President's addresses of record.

8.3.3 Any notice required or permitted to be delivered hereunder shall be deemed to be delivered, whether or not actually received, when deposited in the United States Mail,

postage pre-paid, certified mail, return receipt requested, or express delivery service as permitted herein.

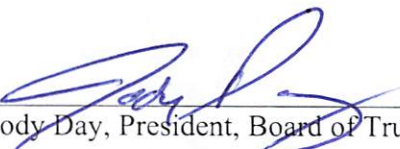
8.4 Conflicts. In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

8.5 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.

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

8.7 Multiple Originals. This Contract is executed in two (2) originals, one for the Board and one for the Superintendent, each of which shall constitute but one and the same instrument.


UNION GROVE INDEPENDENT SCHOOL DISTRICT

By:  1/12/2026
Jody Day, President, Board of Trustees Date Signed

ATTEST:

By:  1/12/2026
Tim Turner, Secretary, Board of Trustees Date Signed

SUPERINTENDENT

By:  1-12-2026
Greg Bower, Ed.D., Superintendent Date Signed