

FIRST AMENDMENT TO THE SUPERINTENDENT’S EMPLOYMENT CONTRACT

This First Amendment (“Amendment”) is made to the Superintendent’s Employment Contract dated August 26, 2024 (“Contract”) by and between the CARROLL INDEPENDENT SCHOOL DISTRICT (“District”), a political subdivision of the State of Texas, acting by and through its Board of Trustees (“Board” or “Trustees”) and DR. JEREMY GLENN (“Superintendent”). This Amendment is effective June 22, 2026.

WHEREAS, Board and Superintendent previously executed the Contract; and

WHEREAS, Board and Superintendent agree to modify the Contract in accordance with this Amendment.

NOW, THEREFORE, for valuable consideration acknowledged and received, it is agreed as follows:

- 1. Article I—TERM OF EMPLOYMENT of the Contract shall be deleted in its entirety and replaced with the following:**

“The Board, by and on behalf of the District, does hereby employ the Superintendent under Section 11.201(b) and Section 21.201 *et seq.* of the Texas Education Code as Superintendent of the District, and the Superintendent does hereby accept employment as Superintendent of the District for a term commencing on September 1, 2024 and ending on August 31, 2029. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend or renegotiate the Contract to a term permitted by state law. This Contract creates no property interest of any kind beyond the period of time stated in the Contract.”

- 2. Paragraph 3.1 of the Contract shall be deleted in its entirety and replaced with the following:**

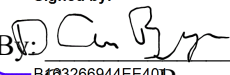
“Salary. The District shall provide the Superintendent with an annual salary in the sum of Three Hundred And Nine Thousand Dollars (\$309,000.00). Beginning September 1, 2024, the annual salary amount shall be automatically increased each year by an amount equal to the greater of the highest percentage raise approved by the Board and given to the District’s teachers or a percentage mutually agreeable to the Board and the Superintendent. This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board’s policies. This salary provision shall replace and supersede immediately any salary provision in previous contracts between the parties.”

- 3. Section 3.4.10 shall be stricken in its entirety.**

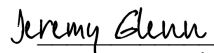
- 4. Unless expressly modified by the provisions of this Amendment, all of the terms and conditions of the Contract remain in full force and effect and are expressly ratified hereby. Unless expressly modified by the provisions of this Amendment, the terms which are capitalized in this Amendment shall have the same meanings given to them as in the Contract. This Amendment may be executed in multiple counterparts, each of which shall, for all purposes, be deemed an original, and all of which shall, for all purposes, constitute one and the same instrument.**

- 5. The President of the Board of Trustees has been authorized to execute this Amendment on behalf of the District by action of a majority of a quorum of the Trustees present at a properly called and posted meeting on June 15, 2026.**

IN WITNESS WHEREOF, all the parties hereto have executed this Amendment in multiple originals to be effective from and after June 22, 2026.

Signed by: CARROLL INDEPENDENT SCHOOL DISTRICT
By: 
Cameron Bryan, President
Board of Trustees
Carroll Independent School District

ATTEST:
Signed by: 
Christy Stacy, Secretary
Board of Trustees
Carroll Independent School District

Signed by: SUPERINTENDENT

Dr. Jeremy Glenn, Superintendent
Carroll Independent School District

SUPERINTENDENT'S EMPLOYMENT CONTRACT

STATE OF TEXAS §
 § KNOWN BY ALL THESE PRESENTS:
 COUNTY OF TARRANT §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into the 26th day of August, 2024 and effective the 1st day of September, 2024, by and between the Board of Trustees, hereinafter referred to as the "BOARD," of the Carroll Independent School District, hereinafter referred to as the "DISTRICT," and Dr. Jeremy K. Glenn, hereinafter referred to as the "SUPERINTENDENT."

I. TERM OF EMPLOYMENT

The Board, by and on behalf of the District, does hereby employ the Superintendent under Section 11.201(b) and Section 21.201 *et seq.* of the Texas Education Code as Superintendent of the District, and the Superintendent does hereby accept employment as Superintendent of the District for a term commencing on September 1, 2024 and ending on August 31, 2027. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend or renegotiate the Contract to a term permitted by state law. This Contract creates no property interest of any kind beyond the period of time stated in the Contract.

II. EMPLOYMENT

2.1 Duties. The Superintendent shall be the chief executive officer and educational leader of the District and shall faithfully perform the duties of the Superintendent of the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall administer the District in accordance with all lawful Board directives, state and federal law, and District policy, rules and regulations, as they exist or may hereafter be amended, such laws, policies, rules, and regulations being expressly made a part of this Contract.

Specifically, it shall be the duty of the Superintendent to recommend employment of all new professional personnel for the District subject to Board approval and consistent with the Board's policies and state and federal law. 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 further be the duty of the Superintendent to organize, reorganize and arrange the staff of the District subject to Board policies and state and federal law and to develop and establish administrative regulations, rules and procedures which the Superintendent deems necessary for the efficient and effective operation of the District and which are consistent with the Board 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 that the Superintendent's resignation must be accepted by the Board. The Superintendent shall perform his duties for the District to the best of his ability. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with

the professional role and responsibility of the Superintendent as set forth in Board policies and in federal and state law.

2.2 Board Meetings. The Superintendent or the Superintendent's designee shall attend all meetings of the Board, both public and closed, and shall participate in the deliberations of the Board on all matters with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, the Superintendent's salary and benefits as set forth in the Contract and/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. Further, the Superintendent shall provide recommendation(s) and/or information as to each of the items of business considered at each meeting as needed or requested by the Board.

2.3 Board Committee Meetings. The Superintendent or the Superintendent's designee shall be an ex-officio member of all committees of the Board, unless otherwise provided by Board action, and shall attend all Board Committee Meetings and Board-authorized and approved citizen committee meetings. Further, the Superintendent shall provide recommendation(s) and/or information as to each of the items of business considered at each meeting as needed or requested by the Board.

2.4 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.

2.5 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 Texas Education Agency.

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

2.7 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. To the extent this Section 2.7 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 2.7 shall survive the termination of this Contract.

III. COMPENSATION

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of Three Hundred Thousand Dollars (\$300,000.00). Beginning September 1, 2024, the annual salary amount shall be automatically increased each year by an amount equal to the greater of the highest percentage raise approved by the Board and given to the District's teachers or a percentage mutually agreeable to the Board and the Superintendent. This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies. This salary provision shall replace and supersede immediately any salary provision in previous contracts between the parties.

3.2 **Supplemental Retirement Plan.** For each payroll period beginning January 1, 2025 and for each year thereafter during the term of this Contract, the District shall add to the monthly Salary of the Superintendent the amount needed each month to contribute 25% of the maximum voluntary salary reduction contributions permitted by the Internal Revenue Code (the "Code") for a 403(b) and 457(b) plan, including, if applicable, the additional deferral allowed for plan participants who are age 50 or older ("Additional Salary"), by the end of the calendar year. In the event the Superintendent executes a salary deferral agreement in accordance with the requirements of Sections 403(b) and/or 457(b) of the Code in at least the amount of the Additional Salary, the Additional Salary shall be paid as a salary deferral contribution ("Salary Deferral Contribution"). Under and pursuant to applicable Internal Revenue Service rules, the Superintendent shall have the option to elect to receive the Additional Salary in cash rather than as a Salary Deferral Contribution. All such Salary Deferral Contributions contemplated herein shall be paid to plans established by the District under Sections 403(b) and/or 457(b) of the Code. Such plans shall include investments as allowed under Sections 403(b), 403(b)(7) and/or 457(b) of the Code, respectively, and the investments for the Superintendent's accounts shall be solely at his discretion. The Superintendent shall at all times be 100% vested in his account under the 403(b) and/or 457(b) plans. These contributions shall be treated as a salary deferral under the Code and shall be reported as "creditable compensation" by the District for purposes of the Teacher Retirement System of Texas. No payments under this Section shall be made after the Superintendent's employment terminates.

3.3 **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. 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. The Superintendent shall also be paid the same amount of any one-time payments to the District's teaching staff as approved by the Board.

3.4 Other Benefits.

3.4.1 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 the reasons of district-related travel to destinations outside of Tarrant County and Dallas County; such costs may include, but are not limited to, gasoline, mileage, hotels and accommodations, meals, rental car and other expenses incurred in the performance of the business of the District.

3.4.2 Life Insurance. The District shall reimburse the Superintendent for the purchase of a term life insurance policy for the Superintendent. The face amount shall not be less than the Superintendent's annual salary, as same may be adjusted from time to time pursuant to this Contract. Ownership of any policy purchased is vested in the Superintendent and the Superintendent shall have the sole right to select the beneficiary(ies) under the policy.

3.4.3 Vacations, Holidays, Sick Leave. The Superintendent shall be privileged to take, at the Superintendent's choice, the greater of twenty-one (21) vacation days annually or 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 in a single period or at different times. The vacation days taken by the Superintendent will be taken at such times or times as will least interfere with the performance of the Superintendent's duties as set forth in the Contract. The Superintendent's accrued and unused vacation days shall accumulate and carry over from year to year. At the sole option of the Superintendent, at the end of each year of the term of this Contract, the District shall pay in a lump sum to the Superintendent any accrued but unused vacation days, up to a maximum of fifteen (15) accrued but unused vacation days annually, at the Superintendent's daily rate of pay as of the payment date, determined by dividing the Superintendent's then current TRS creditable compensation by 233 ("Daily Rate"). At retirement or when the Contract is terminated, either voluntarily or involuntarily, the District may pay in lump sum to the Superintendent all accrued but unused vacation days up to a maximum of forty (40) days, to be paid at the Superintendent's Daily Rate as of the payment date. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The term "legal holiday(s)" includes days for which the District's central administration office is closed. The Superintendent is hereby granted the same number of illness benefits and leave as authorized by Board policies for administrative employees on twelve-month contracts.

3.4.4 TRS Salary Supplement. 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 salary supplement shall include both the

retirement and TRS-Care parts of the TRS member contribution, as applicable but shall not be limited by Internal Revenue Code (IRC) §401(a)(17)(A). In other words, for purposes of calculating the amount of supplemental salary under this section, the supplemental salary shall be calculated as if the Superintendent entered the TRS System prior to September 1, 1996. 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.

3.4.5 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 and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall also encourage the participation of the Superintendent in pertinent education seminars and courses by public or private institutions or by educational associations, as well as the participation in the 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 District shall permit a reasonable amount of release time for the Superintendent, as the Superintendent and 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 which the Superintendent and Board mutually agree are necessary to maintain and improve the Superintendent’s professional skills. The District shall bear the reasonable costs and expenses for such attendance and membership.

3.4.6 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 all local civic organizations in which the Superintendent participates and related travel outside of the District.

3.4.7 Outside Employment and Consulting Activity. Any outside employment or consulting activity of the Superintendent requires Board approval in advance of accepting such employment or consulting activity. If the Board approves such employment or consulting activity, the Superintendent understands and agrees to use accrued vacation for periods of absence.

3.4.8 Employee Benefit Plans. The Superintendent shall be entitled to participate in 401(a) and 457 Employee Benefit Plans established by the District under the same terms and conditions set out in the plan document for such plans applicable to all employees of the District. The Superintendent may participate in a salary reduction agreement with the District as provided

by Section 403(b) of the Internal Revenue Code and guidelines established by the Texas Teacher Retirement System.

3.4.9 Supplemental Retirement. Beginning on or before January 1, 2025, and on or before each December 31st thereafter during the Term, including any extensions thereof, the District shall contribute to the Supplemental Retirement Plan an amount equal to 60% of the contribution limit for employer contributions to a 403(b) plan and a 401(a) plan under Section 415(c) of the Internal Revenue Code (the “Code”), as indexed each year, less the maximum voluntary salary reduction contributions permitted by the Internal Revenue Code (the “Code”) for a 403(b) plan. If the Contract is terminated for any reason prior to December 31st of a year in which the contribution under this section has not been made, the District shall make the contribution on or before the date of termination.

The Supplemental Retirement Plan shall consist of an employer paid 403(b) plan, a 457(b) deferred compensation plan and a 401(a) defined contribution plan. Any payments to the Supplemental Retirement Plan as provided in this section shall be made as employer paid non-elective contributions to the plans unless such payments exceed the limits under the Code, as described herein. Contributions to the Supplemental Retirement Plan shall first be made to a Board paid plan established under Section 403(b) of the Code. To the extent that such contribution exceeds the employer paid contribution limit under the Code for a 403(b) plan, the remaining contribution shall be made to a defined contribution plan established under Section 401(a) of the Code. To the extent that the remaining contribution exceeds the contribution limit for the 401(a) plan, then the Superintendent shall have the right to elect to receive the funds as cash or as an elective deferral to a 403(b) or 457(b) plan.

Each plan shall provide that the contributions made to the plan and all earnings thereon shall at all times be fully vested in the Superintendent. Each of these plans shall be established under a written plan document that meets the requirements of the Internal Revenue Code (the “Code”) and such documents are hereby incorporated herein by reference. The funds for the plans shall be invested in such investment vehicles as are allowable under the Code for the applicable type of plan and such investment vehicles shall be chosen solely by the Superintendent.

3.4.10 Moving Expenses. In consideration for entering into this Contract, the Superintendent shall receive a one-time payment of Five Thousand Dollars (\$5,000.00) (“Moving Expenses”), in addition to salary and benefits set forth herein. The Moving Expenses shall be paid by the District to the Superintendent on or before October 1, 2024.

IV.

PHYSICAL CONDITION AND DISABILITY

4.1 Annual Physical Examination. The Superintendent shall undergo an annual comprehensive physical examination performed by a licensed physician of the Superintendent’s choice including, without limitation, the Cooper Clinic. The annual physical examination as provided herein, may include laboratory analysis of blood, urine, stress, EKG and other procedures as deemed appropriate by the licensed physician. The physician shall submit a confidential statement to the Board verifying the Superintendent’s fitness to perform the

Superintendent's duties. These reports will be maintained as confidential medical records to the extent permitted by law. The District shall pay all costs of the annual physical examination.

4.2 **Disability.**

a. **Disability Procedure.** Should the Superintendent be unable to perform any or all of the essential functions of the material duties of his position by reason of illness, accident, etc., following complete exhaustion of all accrued vacation and sick leave, the Superintendent may be placed on unpaid leave from the District upon a determination of Long Term or Permanent Disability as hereinafter provided; provided, however, that the Board, in its discretion, may continue to pay the Superintendent the compensation amount under this Contract for any period the Board deems appropriate.

b. **Long Term or Permanent Disability.** Long Term or Permanent Disability means a disability which renders the Superintendent incapable of performing any or all of the essential functions of the Superintendent's material duties or obligations of employment for a period which exceeds one hundred and eighty (180) business days or such an incapacity that is irreparable.

c. **Determination of Long Term or Permanent Disability.** The determination of Long Term or Permanent Disability will be made by the Board based on a physical examination performed by a licensed physician selected by the Superintendent. The Board may obtain a second opinion from another licensed physician. The costs of the physical examinations provided for herein shall be paid by the District.

d. **Action of the Board.** In the event that the disability of the Superintendent is a Long Term or Permanent Disability, as defined in subparagraph (b) of Section 4.2, the Board, may, in its discretion, and upon a re-determination of disability under subparagraph (c), terminate this Contract by providing the Superintendent with written notice of such termination.

V.

ANNUAL PERFORMANCE GOALS

5.1 **Annual Goals.** 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 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.

5.2 **Performance Criteria.** The goals approved by the Board shall be specific, definitive and measurable, to the extent feasible. The goals developed by the Superintendent and approved by the Board shall at all times be reduced to writing 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 implementing these goals.

VI. REVIEW OF PERFORMANCE

6.1 **Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent each year during the term of this Contract. The evaluation and assessment shall be reasonably related to the duties of the Superintendent and the goals and objectives approved by the Board for the year of evaluation.

6.2 **Confidentiality.** The evaluation of the Superintendent shall at all times be conducted in executive session unless a public hearing is requested by the Superintendent, and the evaluation and information concerning the evaluation, of whatever nature, shall be considered confidential information, as provided 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.

6.3 **Evaluation Format and Procedure.** The evaluation format and procedure shall be in accordance with the Board's policies 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 devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. It is also agreed that the Superintendent and Board will hold at least a semi-annual evaluation conference with a format agreeable to both sides. 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, 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.

VII. EXTENSION/NONRENEWAL OF EMPLOYMENT CONTRACT

7.1 **Extension.** Following the annual evaluation of the Superintendent, the Board may consider extension of the Superintendent's Contract. This extension may also include a compensation evaluation and adjustment.

7.2 **Non-renewal.** Non-renewal shall be in accordance with Board policy and applicable state and federal law, and the Superintendent shall be afforded all applicable rights as set forth in Board policies and state and federal law.

7.3 **Non-renewal Procedure.** In the event the Board proposes to not renew this Contract, the Superintendent shall be afforded all applicable rights as set forth in the Board's

policies and state and federal law. Notwithstanding anything to the contrary in Section 21.212(a) of the Texas Education Code, the Superintendent shall be entitled to written notice, containing reasonable notice of the reason for the proposed nonrenewal, not later than 45 days before the last day of the Contract term.

VIII. TERMINATION OF EMPLOYMENT CONTRACT

8.1 **Mutual Agreement.** This Contract shall 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.

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

8.3 **Resignation.** The Superintendent may relinquish the position and duties of the Superintendent and leave the employment of the District at the end of any school year without penalty, provided the Superintendent submits a resignation in writing to the Board forty-five (45) days prior to the first day of instruction of the following school year.

8.4 **Dismissal for Good Cause.** The Board may dismiss the Superintendent at any time for good cause. The term “good cause” is defined as the failure of the Superintendent to perform the duties in the scope of his employment that a person of ordinary prudence would have done under the same or similar circumstances, and includes, but is not necessarily limited to:

- (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.

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

IX. MISCELLANEOUS

9.1 **Controlling Law.** The Contract shall be governed by the laws of the State of Texas and shall be performable in Tarrant County, Texas. Venue for any legal action arising under this Agreement shall be in a state court of competent jurisdiction in Tarrant County, Texas, unless state or federal law require a different venue.

9.2 **Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

9.3 **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.

9.4 **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.

IN WITNESS WHEREOF, all the parties hereto have executed the Contract in multiple originals to be effective from and after August 26, 2024.

CARROLL INDEPENDENT SCHOOL DISTRICT

Signed by:
By: Cameron Bryan
B163266944EE401...
Cameron Bryan, President, Board of Trustees

ATTEST:

Signed by:
By: Christina C Stacy
D3E198823AFE443
Christy Stacy, Secretary, Board of Trustees

Executed this 28 day of August, 2024.

SUPERINTENDENT

Signed by:
By: Dr. Jeremy K. Glenn
3D1D6F8DD0AA40C...

Executed this 28 day of August, 2024.