

RESIGNATION AND SEPARATION AGREEMENT

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

This RESIGNATION AND SEPARATION AGREEMENT (“Agreement”) is made by and between the **FORT WORTH INDEPENDENT SCHOOL DISTRICT** (“District”), a political subdivision of the State of Texas, acting by and through its **BOARD OF MANAGERS** (“Board”) and **DR. KAREN MOLINAR** (“Molinar”). This Agreement is the final agreement between the District and Molinar, and it controls the contractual employment relationship between the parties hereto after the date of the Agreement.

WHEREAS, Molinar’s employment relationship with the District is governed by that certain Superintendent’s Employment Contract (“Contract”) executed on and effective March 11, 2025, with a term ending on June 30, 2028; and

WHEREAS, on December 9, 2025 the District entered into an agreement entitled Modification to an Existing Term of the Superintendent’s Employment Contract (“Modification” and incorporated into the definition of “Contract” for all purposes in this Agreement), which modified section 3.13 of the Contract to add a long-term service incentive as part of Molinar’s annual compensation; and

WHEREAS, the Texas Education Agency (“TEA”) announced an intervention in the District on March 24, 2026 (“Intervention Date”), whereby TEA appointed a Board of Managers and appointed a new superintendent to the District; and

WHEREAS, the below represents a mutually acceptable agreement between the parties; and

WHEREAS, the Board concludes that this Agreement will serve a legitimate public purpose related to the educational mission of the District.

W I T N E S S E T H:

NOW THEREFORE, in consideration of the recitals, terms, conditions and mutual covenants herein, the parties hereto do hereby agree as follows:

1. Molinar does hereby submit her resignation to the District, and the Board does hereby agree to accept her resignation, effective July 31, 2026 at 11:59 p.m. (“Resignation Date”). Notwithstanding anything to the contrary herein, Molinar shall be paid her full salary and benefits pursuant to the terms of the Contract through the Resignation Date.

2. During the time in between the approval of this Agreement and the Resignation Date, Molinar shall continue to serve in the same advisory capacity as she has served since the Intervention Date, namely having no administrative duties, responsibilities, or authority, but being available in an advisory capacity to the successor superintendent to ensure a smooth transition of leadership, to include, at the sole discretion of and as deemed necessary by the successor superintendent, advising the successor superintendent with respect to staff performance documents/processes, advising the successor superintendent with respect to budgeting, finance and/or related processes and reporting, and/or advising the successor superintendent in areas of instructional management, District improvement, student management, personnel management and construction projects, and/or providing any other or further advice or counsel related to any area of district operations.

3. In consideration for Molinar voluntarily resigning her employment with the District, and in compliance with Texas Education Code § 11.201(c), the District shall pay Molinar, on or before Resignation Date, the sum of one year salary and benefits pursuant to the

requirements of the Contract (the “Total Settlement Payment”). In addition to the Total Settlement Payment, the District shall pay Molinar, on or before the Resignation Date, for twenty (20) accrued but unused vacation days at the daily rate as calculated and outlined in the Contract and fifteen (15) personal leave days earned during the 2025-26 school year at the daily rate as calculated and outlined in the Contract.

4. If the District fails to make the payments set forth in this Agreement in a timely manner and in the manner set forth herein, Molinar shall be entitled to recover from the District any and all reasonable costs, expenses, and attorneys’ fees incurred by Molinar to enforce the provisions of this Agreement in addition to any other relief Molinar shall be entitled to recover.

5. On or before 5:00 p.m. on the Resignation Date, Molinar agrees to return to the District all keys, credit cards, student records, official records of the District, if any, and other property, if any, of the District in her possession as it related to her employment as the Superintendent of the District.

6. Molinar agrees to reasonably cooperate with the District regarding the provision of any information system passwords or other business operating information known only to Molinar.

7. After the Resignation Date, Molinar 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 Molinar’s employment with the District, and compensated at her daily rate of pay in accordance with her Contract, together with reimbursement for her documented reasonable and necessary out-of-pocket expenses.

8. The Board, District, and Molinar agree and understand that, except as expressly set forth herein, this Agreement supersedes any and all prior oral or written agreements, arrangements, employment contracts, or understandings between the parties and, except as expressly set forth herein, terminates all rights of both parties relating to the Contract by and between Molinar and the District concerning service as Superintendent of the District. The release includes all contractual rights, liberty rights, constitutional rights, statutory rights, and any other rights or claims.

9. The Agreement constitutes the entirety of the understanding between all the parties hereto. The Agreement shall be binding upon all the parties hereto, their respective heirs, executors, administrators, successors and assigns.

10. The Agreement is hereby deemed performable entirely in Tarrant County, Texas, and shall be governed, construed and enforced in accordance with and subject to the laws of the State of Texas. Mandatory and exclusive venue for any lawsuit or adjudicative proceeding brought by either party to the contract shall be in Tarrant County, Texas.

11. The Agreement may be executed in a number of identical counterparts, each of which shall be deemed an original for all purposes and all of which shall constitute one document. All the parties hereto further agree that they shall execute any and all documents necessary to affect the intent and purposes of the Agreement. The Agreement may be modified or terminated only in writing, executed by all the parties hereto.

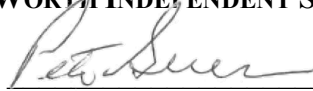
12. The President of the Board of Managers has been authorized to execute the Agreement on behalf of the District by action of a majority of a quorum of the Managers present at a properly called and posted meeting on June 23, 2026.

[signatures to follow]

IN WITNESS WHEREOF, all the parties hereto have executed the Agreement in multiple originals to be effective from and after June 23, 2026.

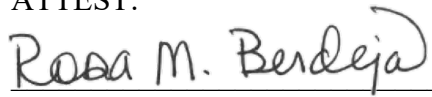
FORT WORTH INDEPENDENT SCHOOL DISTRICT

By:



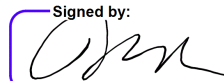
Pete Geren, President Board of Managers
Fort Worth Independent School District

ATTEST:



Rosa Maria Berdeja, Secretary Board of
Managers
Fort Worth Independent School District

DR. KAREN MOLINAR

Signed by: 

6D5F4FB9950D459
Dr. Karen Molinar