



Fredericksburg ISD



Public Hearing

October 21, 2026

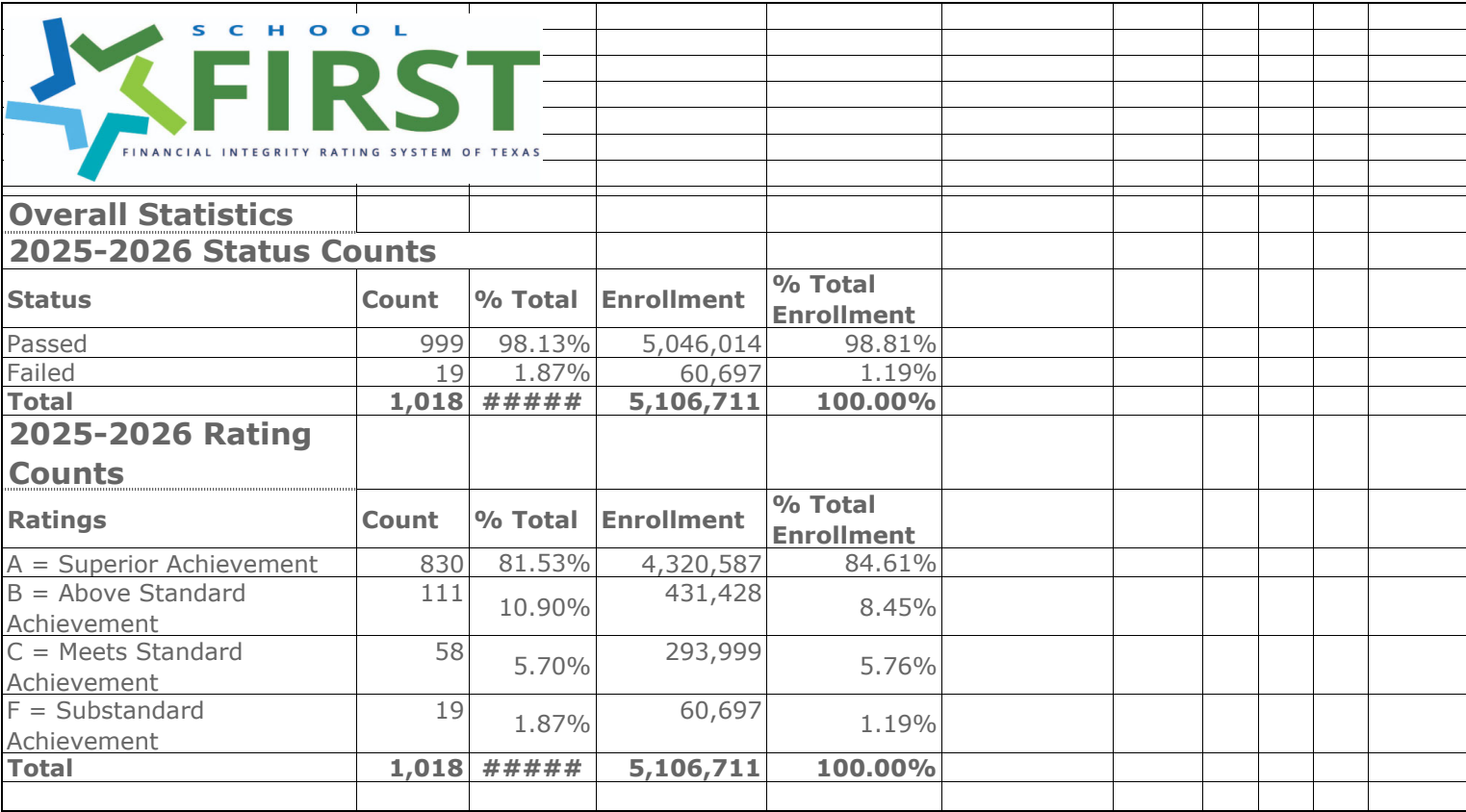
for the data from Fiscal Year Ended June 30, 2025

PASS

A = Superior

Table of Contents

State Overall TEA Ratings	page 2 - 4
FISD Rating	page 5 - 6
Rating Comparison with prior years	page 7
Management Report of expenditures and disclosures	page 8 - 9
Superintendent's Contract - Bowers	page 10 - 15



2025-2026 ALL RESULTS BY INDICATOR

Indicator	Result	Count	% of Districts	Enrollment	% Total Enrollment					
1	Yes	1015	99.71%	5,098,023	99.83%					
	No	3	0.29%	8,688	0.17%					
2	Yes	1018	100.00%	5,106,711	100.00%					
	No	0	0.00%	-	0.00%					
3	Yes	1017	99.90%	5,105,500	99.98%					
	No	1	0.10%	1,211	0.02%					
4	Yes	1017	99.90%	5,103,075	99.93%					
	No	1	0.10%	3,636	0.07%					
5	Yes	1016	99.80%	5,104,491	99.96%					
	No	2	0.20%	2,220	0.04%					
6	Yes	982	96.46%	4,888,749	95.73%					
	No	36	3.54%	217,962	4.27%					
7	10	849	83.40%	3,963,103	77.61%					
	8	53	5.21%	522,402	10.23%					
	6	38	3.73%	224,881	4.40%					
	4	29	2.85%	174,598	3.42%					
	2	19	1.87%	94,023	1.84%					
	0	30	2.95%	127,704	2.50%					
	8	10	861	84.58%	3,966,916	77.68%				
	8	60	5.89%	292,108	5.72%					
	6	48	4.72%	380,050	7.44%					
	4	33	3.24%	382,574	7.49%					
	2	12	1.18%	79,845	1.56%					
	0	4	0.39%	5,218	0.10%					
	9	10	965	94.79%	4,800,460	94.00%				
	0	53	5.21%	306,251	6.00%					
10	10	857	84.18%	4,954,295	97.02%					
	0	161	15.82%	152,416	2.98%					
11	10	862	84.68%	3,686,305	72.19%					
	8	91	8.94%	1,015,749	19.89%					
	6	44	4.32%	252,533	4.95%					
	4	16	1.57%	136,830	2.68%					
	2	2	0.20%	6,179	0.12%					
	0	3	0.29%	9,115	0.18%					
	12	10	729	71.61%	3,151,268	61.71%				
	8	202	19.84%	1,521,216	29.79%					
	6	53	5.21%	254,176	4.98%					
	4	17	1.67%	107,689	2.11%					
	2	13	1.28%	58,830	1.15%					
	0	4	0.39%	13,532	0.26%					
	13	10	1018	100.00%	5,106,711	100.00%				
	14	10	991	97.35%	5,023,018	98.36%				
	0	27	2.65%	83,693	1.64%					
	15	5	1008	99.02%	5,048,230	98.85%				
	0	10	0.98%	58,481	1.15%					
16	Yes	1000	98.23%	5,087,173	99.62%					
	No	18	1.77%	19,538	0.38%					
17	Yes	989	97.15%	4,966,249	97.25%					
	No	29	2.85%	140,462	2.75%					
18	10	981	96.37%	5,039,490	98.68%					
	0	37	3.63%	67,221	1.32%					
19	5	1013	99.51%	5,101,781	99.90%					
	0	5	0.49%	4,930	0.10%					
20	Yes	1018	100.00%	5,106,711	100.00%					
	No	0	0.00%	-	0.00%					
21	Yes	2	0.20%	6,683	0.13%					
	No	1016	99.80%	5,100,028	99.87%					

Indicator	Yes	No	10	8	6	5	4	2	0	Total
1	1015	3	x	x	x	x	x	x	x	1018
2	1018	x	x	x	x	x	x	x	x	1018
3	1017	1	x	x	x	x	x	x	x	1018
4	1017	1	x	x	x	x	x	x	x	1018
5	1016	2	x	x	x	x	x	x	x	1018
6	982	36	x	x	x	x	x	x	x	1018
7	x	x	849	53	38	x	29	19	30	1018
8	x	x	861	60	48	x	33	12	4	1018
9	x	x	965	x	x	x	x	x	53	1018
10	x	x	857	x	x	x	x	x	161	1018
11	x	x	862	91	44	x	16	2	3	1018
12	x	x	729	202	53	x	17	13	4	1018
13	x	x	1018	x	x	x	x	x	x	1018
14	x	x	991	x	x	x	x	x	27	1018
15	x	x	x	x	x	1008	x	x	10	1018
16	1000	18	x	x	x	x	x	x	x	1018
17	989	29	x	x	x	x	x	x	x	1018
18	x	x	981	x	x	x	x	x	37	1018
19	x	x	x	x	x	1013	x	x	5	1018
20	1018	x	x	x	x	x	x	x	x	1018
21	2	1016	x	x	x	x	x	x	x	1018

Last Updated: Tuesday, September 15, 2026 10:08:18 AM

2025-2026 Ratings based on School Year 2024-2025 Data - District Status Detail				
Name: FREDERICKSBURG ISD(086901)		Publication Level 1: 8/6/2026 3:21:50 PM		
Status: Passed		Publication Level 2: 8/7/2026 3:50:39 PM		
Rating: A = Superior Achievement		Last Updated: 8/7/2026 3:50:39 PM		
District Score: 100		Passing Score: 70		
#	Indicator Description	Updated	Score	
1	Was the complete annual financial report (AFR) and data submitted to the TEA on or before February 27, 2026?	6/4/2026 18:18	Yes	
2	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)	6/4/2026 18:18	Yes	
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)	6/4/2026 18:18	Yes	
4	Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)	6/4/2026 18:18	Yes	
			Ceiling Passed	
			1 Multiplier Sum	
5	Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest and premiums for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	6/4/2026 18:18	Ceiling Passed	
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	6/4/2026 18:18	Ceiling Passed	
7	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.	6/4/2026 18:18	10	
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.	6/4/2026 18:18	10	
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.	6/4/2026 18:18	10	
10	Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?	6/4/2026 18:18	10	
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)	6/4/2026 18:18	10	
12	What is the correlation between future debt requirements and the district's assessed property value?	6/4/2026 18:18	10	
13	This indicator is not being evaluated.		10	
14	Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.	6/4/2026 18:18	10	
15	Was the school district's actual average daily attendance (ADA) within the allotted range of the district's biennial ADA projection submitted to TEA by the school district? If the school district did not submit ADA projections to TEA, it must certify TEA's projections to pass this indicator. See ranges below in the Determination of Points section.	6/4/2026 18:18	5	
16	Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	6/4/2026 18:18	Ceiling Passed	
17	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)	6/4/2026 18:18	Ceiling Passed	
18	Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)	6/4/2026 18:18	10	
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	6/4/2026 18:18	5	
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	6/4/2026 18:18	Ceiling Passed	
21	Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?	6/4/2026 18:18	Ceiling Passed	
			100 Weighted Sum	
			1 Multiplier Sum (100 Ceiling)	
			100 Score	

Determination Of Rating			
A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.		
B.	Determine the rating by the applicable number of points.		
	A = Superior Achievement	90-100	
	B = Above Standard Achievement	80-89	
	C = Meets Standard Achievement	70-79	
	F = Substandard Achievement	<70	
No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.			
The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.			
Ceiling Indicators			
Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.			
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating	
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement	
Indicator 5 (Total Net Position) - Negative total net position and do not have 7% or more or 1,000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement	
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement	
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement	
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement	
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement	
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement	
Home Page: Financial Compliance Texas Education Agency Send comments or suggestions to FinancialAccountability@tea.texas.gov The Texas Education Agency 1701 North Congress Avenue • Austin, Texas, 78701 • (512) 463-9734			

FISD Schools FIRST Comparison - 4 years		Fall 2026	Fall 2025	Fall 2024	Fall 2023
		2024/25 Data 2025/26 Report Score	2023/24 Data 2024/25 Report Score	2022/23 Data 2023/24 Report Score	2021/22 Data 2022/23 Report Score
INDICATOR					
1	Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively? (Due date of February 27, 2026 for 25/26 Report)	Yes	Yes	Yes	Yes
2	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)	Yes	Yes	Yes	Yes
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)	Yes	Yes	Yes	Yes
4	Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?	Yes	Yes	Yes	Yes
5	Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Ceiling Passed	Ceiling Passed	Ceiling Passed	Not Scored
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Ceiling Passed	Ceiling Passed	Ceiling Passed	Ceiling Passed
7	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? (See ranges below.)	10	10	10	10
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? (See ranges below.)	10	8	10	4
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?	10	10	10	10
10	Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?	10	10 [not currently evaluated]	10 [not currently evaluated]	10 [not currently evaluated]
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.) (See ranges below.)	10	10	10	10
12	What is the correlation between future debt requirements and the district's assessed property value?	10	10	10	10
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio?	10 [not currently evaluated]	8	8	10
14	Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the school district will automatically pass this indicator.)	10	10	10	10 [not currently evaluated]
15	Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.	5	5	5 [not currently evaluated]	5 [not currently evaluated]
16	Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?	Ceiling Passed	Ceiling Passed	Ceiling Passed	Ceiling Passed
17	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)	Ceiling Passed	Ceiling Passed	Ceiling Passed	Ceiling Passed
18	Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)	10	10	10	10
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	5	5	5	5
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	Ceiling Passed	Ceiling Passed	Ceiling Passed	Ceiling Passed
21	Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?	Ceiling Passed	Ceiling Passed	Ceiling Passed	Not Scored (new indicator)
Totals		100	96	98	94

School FIRST Annual Financial Management Report
Fredericksburg ISD
FY 2024/25 in Oct 2026



Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1005. Amended to be effective 2/3/11. The template has been established to help the districts in gathering their data and presenting it at their School FIRST hearing. The template may not be all inclusive.

Superintendent's Current Employment Contract

A copy of the superintendent's current employment contract at the time of the School FIRST hearing is to be provided. In lieu of publication in the annual School FIRST financial management report, the school district may chose to publish the superintendent's employment contract on the school district's Internet site. If published on the Internet, the contract is to remain accessible for twelve months.

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period
 Ended June 30, 2025

Description of Reimbursements	Totals	Superintendent Joe Rodriguez	Mark Cornett	Judge Edwards	Brian Lehne	Taylor Ward	Keri Hensley	Matt Seidenberger	Rusty Jenschke	Gayle Schoessow
Meals		\$ 180.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lodging		\$ 1,309.14	\$ 289.61	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transportation		\$ 2,994.64	\$ 74.30	\$ -	\$ 34.30	\$ 34.30	\$ -	\$ 34.30	\$ 34.30	\$ -
Motor Fuel		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other		\$ 1,047.09	\$ 485.00		\$ 485.00	\$ 485.00	\$ -	\$ 485.00	\$ 485.00	\$ -
Totals by person	\$ 8,456.98	\$ 5,530.87	\$ 848.91	\$ -	\$ 519.30	\$ 519.30	\$ -	\$ 519.30	\$ 519.30	\$ -

Total - Board	\$ 2,926.11
Total - Superintendent	\$ 5,530.87

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:

Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).

Lodging - Hotel charges.

Transportation - Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).

Motor fuel – Gasoline.

Other: - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services

For the Twelve-Month Period
Ended June 30, 2025
Name(s) of Entity(ies)

Amount
Received
\$ -

Total

\$ -

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.

**Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any)
(gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)**

For the Twelve-Month Period
Ended June 30, 2025

	Totals		Superintendent Joe Rodriguez	Mark Cornett	Judge Edwards	Brian Lehne	Taylor Ward	Keri Hensley	Matt Seidenberger	Rusty Jenschke	Gayle Schoessow
Total	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Note – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.

Business Transactions Between School District and Board Members

For the Twelve-Month Period
Ended June 30, 2025

	Totals		Superintendent Joe Rodriguez	Mark Cornett	Judge Edwards	Brian Lehne	Taylor Ward	Keri Hensley	Matt Seidenberger	Rusty Jenschke	Gayle Schoessow
Amounts	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Note - The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.

EMPLOYMENT CONTRACT – SUPERINTENDENT

STATE OF TEXAS

§

§

KNOW ALL MEN BY THESE PRESENTS:

COUNTY OF GILLESPIE

§

THIS CONTRACT is made and entered into by and between the Board of Trustees (“Board”) of the FREDERICKSBURG INDEPENDENT SCHOOL DISTRICT (“District”) and Dr. Calvin Bowers (“Superintendent”).

THE BOARD AND THE SUPERINTENDENT, for and in consideration of the terms hereinafter established, and pursuant to Texas Education Code Sections 11.201 and 21.201, *et seq.*, have agreed and do hereby agree, as follows:

1. TERM

- 1.1 Employment. The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent for the District for a term of approximately three (3) years, commencing on June 1, 2026 and ending June 30, 2029.
- 1.2 Extension of Contract. With the Superintendent’s consent, the Board may substitute and supersede this Contract by issuing a new contract, beginning prior to the end of this Contract term, thereby extending the contract term for one or more years. Such an action shall have the effect of extinguishing this Contract and replacing it with an entirely new Contract. Failure to so extend shall not constitute nonrenewal.
- 1.3 No Right of Tenure. The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No express or implied property interest, right of tenure, contractual obligation, expectancy of continued employment, or claim of entitlement is created beyond the contract term.

2. 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 assigned by the Board and shall comply with all Board directives, state and federal law, and District policy, rules, and regulations as they exist or may hereafter be adopted or amended.
- 2.2 Standard of Performance. The Superintendent agrees to devote his time, skill, labor, and attention to performing his duties. 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 and evaluate all of the

employees of the District, except the Superintendent, 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, and in a thorough, prompt, and efficient manner.

- 2.3 Professional Certification and Records. This Contract is conditioned on the Superintendent's providing the necessary certification and experience records and other records required for the personnel files or for payroll purposes. The Superintendent shall at all times, during the term of this Contract, hold a valid certificate required of a Superintendent by the State of Texas. If the Superintendent's certification expires, is cancelled, or is revoked, this Contract is void. Any material misrepresentation by Superintendent in such records may be grounds for dismissal.
- 2.4 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's written consent.
- 2.5 Criticism, Complaints, and Suggestions. The Board, individually and collectively, shall refer all substantive criticisms, and suggestions called to the Board's attention to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and inform the Board of the results of such efforts.
- 2.6 Criminal History. Superintendent represents that he has disclosed to the Board any arrest that led to any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract. The Superintendent also agrees that, during the term of this Contract, the Superintendent will notify the Board, in writing, of any arrest or of any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent. The Superintendent agrees to provide such notification in writing within seven calendar days of the event or any shorter period specified in Board policy.

3. **COMPENSATION**

- 3.1 Salary. The District shall provide the Superintendent with an initial total annual salary in the sum of TWO HUNDRED TWENTY-FIVE THOUSAND DOLLARS (\$225,000). This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies.

- 3.2 Staff Adjustments. At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent. In no event shall the Superintendent be paid less than the salary set forth in Section 3.1 of this Contract.
- 3.3 Benefits. The District shall provide benefits to the Superintendent as provided by state law and Board policies in the same manner as for all other full-time District 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.
- 3.4 Out-of-District Travel Expenses. The Board shall pay or reimburse the Superintendent for reasonable Board approved out-of-district travel expenses directly incurred by the Superintendent in the continuing performance of the Superintendent's duties under this agreement. Such expenses may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, airline tickets, and other expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.
- 3.5 Vacations, Holidays, Sick Leave. The Superintendent may take, at the Superintendent's choice, subject to the Board's approval, the same number of days of vacation as authorized by policies adopted by the Board for administrative employees on twelve (12) month contracts. The vacation may be taken within any month of the year in which it is earned, in a single period, or at different times. 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 and Board policy. The Superintendent shall observe the same legal holidays as provided for administrative employees on twelve (12) month contracts. The Superintendent is hereby granted the same sick leave benefits as authorized by Board policies for administrative employees on twelve (12) month contracts.
- 3.6 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 reasonable attendance and participation in appropriate professional meetings at the local, regional, state, and national levels, as approved by the Board. 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 information 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 to attend such seminars, courses, or meetings. The District shall pay for the Superintendent's membership dues to the Texas Association of School

Administrators and up to two other professional organizations selected by the Superintendent.

- 3.7 Civic Activities, Etc. The Superintendent is encouraged, subject to prior Board approval, to participate in community and civic affairs in accordance with the Board's policies, including the Chamber of Commerce. The expenses of such activities shall be borne by the District.
- 3.8 Outside Consultant Activities, Etc., Benefits. The Superintendent may serve as a consultant and receive a reimbursement of expenses and/or be paid an honorarium for such consultant services at no expense to the District, subject to prior Board approval. Consultation provided by the Superintendent under the terms and conditions of this paragraph must be consistent with state and federal law and shall not be conducted during times when the Superintendent is providing services to the District.
- 3.9 Indemnification. The Board agrees, as further consideration for the employment of Superintendent, that to the extent permitted by law and strictly subject to the terms and limitations of the District's insurance coverage, 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 his individual capacity, or in his official capacity as agent and employee of the District, regardless of whether the claims arise during or after the Superintendent's employment with the District, if damages are based on an act or omission by the Superintendent in the course and scope of his employment with the District, if damages are based on an act or omission by the Superintendent in the course and scope of his employment with the District and if the damages arise out of a cause of action for negligence, except a willful or wrongful act or omission or an act or omission constituting gross negligence or for official misconduct as determined by the Board. However, if there is a potential conflict of interest regarding defense of the claim between the legal position of the Superintendent and the legal position of the Board, the Superintendent may engage separate legal counsel, in which event, under this paragraph, the liability of the Board is limited to the amounts set out in Tex. Civ. Prac. & Rem. Code §101.023 (b) or any future corresponding statute.

4. **RESIDENCE**

- 4.1 Residence. The Superintendent shall maintain a primary residence within the geographical boundaries of the District.
- 4.2 Moving Expenses. The Superintendent will provide a written estimate of anticipated costs and expenses associated with relocating himself and his family to Fredericksburg, Texas. No later than thirty (30) days from receipt of the written estimate, the District will pay the Superintendent a one-time total amount of FIVE THOUSAND DOLLARS (\$5,000.00) to cover such costs and expenses. This amount will not be treated as salary and will not be processed with payroll.

5. 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 a year during the term of this Contract. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description.
- 5.2 Confidentiality. The evaluation of the Superintendent shall at all times 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 Procedure. The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law.

6. RENEWAL/NONRENEWAL

- 6.1 Renewal/Nonrenewal. Renewal or nonrenewal shall be in accordance with Board policy and applicable law.

7. TERMINATION OF EMPLOYMENT CONTRACT

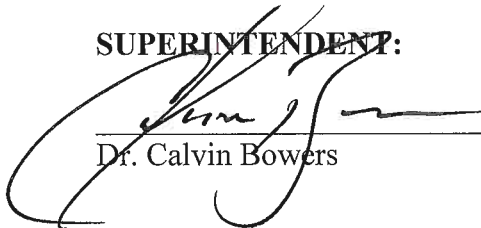
- 7.1 Mutual Agreement. This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing, upon such terms and conditions as may be mutually agreed upon. After the Superintendent has returned the signed contract, the Superintendent will not be released from this Contract without the written consent of the Board.
- 7.2 Death, Retirement. This Contract shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.
- 7.3 Dismissal for Good Cause. The Board may dismiss the Superintendent at any time for good cause.
- 7.4 Termination Procedure. In the event that the board terminates this Contract for good cause, the Superintendent shall be afforded all the rights set forth in the Board's policies and in state and federal law.
- 7.5 Suspension. In accordance with Texas Education Code Chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause as determined by the Board.

8. MISCELLANEOUS

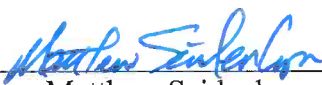
- 8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas, and is fully performable in Gillespie County, Texas.
- 8.2 Complete Agreement. This Contract embodies the entire agreement between the parties and cannot be amended excepted by written agreement of the parties.
- 8.3 Savings Clause. In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to the 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.
- 8.4 Conflicts. The Superintendent is subject to the board's policies, provided however, in the event of a conflict between the express 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 or the Board's policies or any such permissive law during the term of the Contract.
- 8.5 False Statements and Misrepresentations. The Superintendent represents that any records or information provided in connection with his employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.

EXECUTED in duplicate originals this 14th day of May, 2026.

SUPERINTENDENT:

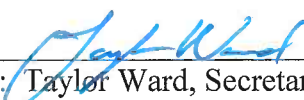


Dr. Calvin Bowers



BY: Matthew Seidenberger, President
Fredericksburg Independent School District
Board of Trustees

ATTEST:



BY: Taylor Ward, Secretary