
Superintendent/Principal Term Contract

This Contract is entered into between the Board of Trustees (the "Board") of Doss Consolidated Common School District (the "District") and Joseph Geletka (the "Superintendent/Principal").

The Board and the Superintendent/Principal, for and in consideration for the terms stated in this Contract, hereby agree as follows:

1. **Term.** The Board agrees to employ the Superintendent/Principal on a twelve-month basis per school year, beginning July 29, 2024 and ending July 28, 2027. The Board and the Superintendent/Principal (the "Parties") may extend the term of this Contract by agreement. *RG*
2. **Certification.** The Superintendent/Principal agrees to maintain the required certification throughout the term of employment with the District. If the Superintendent/Principal's certification expires, is canceled, or is revoked, this Contract is void.
3. **Representations.** The Superintendent/Principal makes the following representations:
 - 3.1 **Beginning of Contract:** At the beginning of this Contract, and at any time during this Contract, the Superintendent/Principal specifically agrees to submit to a review of his or her national criminal history record information (NCHRI) if required by the District, TEA, or SBEC. The Superintendent/Principal understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract.
 - 3.2 **During Contract:** The Superintendent/Principal also agrees that, during the term of this Contract, the Superintendent/Principal 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/Principal. The Superintendent/Principal agrees to provide such notification in writing within seven calendar days of the event or any shorter period specified in Board policy.
 - 3.3 **False Statements and Misrepresentations:** The Superintendent/Principal represents that any records or information provided in connection with his or her employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent/Principal in or concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.
4. **Duties.** The Superintendent/Principal shall be the educational leader and chief executive officer of the District. The Superintendent/Principal agrees to perform his or her duties as follows:
 - 4.1 **Authority:** The Superintendent/Principal shall perform such duties and have such powers as may be prescribed by the law and the Board. The Board shall have the right to assign additional duties to the Superintendent/Principal and to make changes in responsibilities or work at any time during the contract term. All duties assigned by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent/Principal.
 - 4.2 **Standard:** Except as otherwise permitted by this Contract, the Superintendent/Principal agrees to devote his or her full time and energy to the performance of his or her duties. The Superintendent/Principal shall perform his or her duties with reasonable care, skill, and diligence. The Superintendent/Principal shall comply with all Board directives, state and federal laws and rules, Board policy, and regulations as they exist or may hereafter be amended.
5. **Compensation.** The District shall pay the Superintendent/Principal an annual salary as follows:
 - 5.1 **Salary.** The District shall pay the Superintendent/Principal an annual salary of ONE HUNDRED

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TWENTY EIGHT THOUSAND DOLLARS AND NO/CENTS (\$128,000.00). The annual salary shall be paid to the Superintendent/Principal in equal monthly installments consistent with the Board's policies.

(a) **Widespread Salary Reduction.** If the Board implements a widespread salary reduction under Texas Education Code section 21.4032, the Superintendent/Principal'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.

(b) **Furlough.** If the Board implements a furlough under Texas Education Code section 21.4021, the Superintendent/Principal shall be furloughed for the same number of days as other contract personnel and the Superintendent/Principal's salary shall be reduced in proportion to the number of furlough days.

5.2 **Benefits:** The District shall provide benefits to the Superintendent/Principal as provided by state law and Board policies. 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.

5.3 **Civic Activities.** The Superintendent/Principal is encouraged to participate in community and civic affairs. The expense of these activities, subject to Board approval in advance, may be borne by the District.

5.4 **Professional Organizations.** The Superintendent/Principal shall devote the Superintendent/Principal'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/Principal through the Superintendent/Principal's active attendance and participation in appropriate professional meetings, seminars, conferences, or courses at the local, regional, state, and national level. In its encouragement of the Superintendent/Principal to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent/Principal as the Superintendent/Principal and the Board deem appropriate, to attend such meetings, seminars, conferences, or courses. The District does hereby agree to provide in the District's budget per contract year an amount to be used for registration, travel, meals, lodging, and other related expenses. The District shall pay for the Superintendent/Principal's membership dues to the Texas Association of School Administrators and one other professional organization selected by the Superintendent/Principal.

5.5 **Relocation/Moving Expenses.** The District shall reimburse the Superintendent/Principal for necessary and reasonable expenses incurred in moving the Superintendent/Principal, his family and personal possessions to Doss, Texas, up to a maximum amount of FIVE THOUSAND DOLLARS AND NO/CENTS (\$5,000.00). The Superintendent/Principal shall document all expenses with receipts, canceled checks or credit card statements.

6. **Suspension.** In accordance with Texas Education Code chapter 21, the Board may suspend the Superintendent/Principal without pay during the term of this Contract for good cause as determined by the Board.

7. **Termination and Nonrenewal of Contract.** Termination or nonrenewal of this contract, or resignation under this contract, will be pursuant to Texas Education Code chapter 21.

8. **General Provisions.**

8.1 **Amendment:** This Contract may not be amended except by written agreement of the Parties.

8.2 **Severability:** If any provision in this Contract is, for any reason, held to be invalid, illegal, or

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unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision of the Contract. This Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been a part of the Contract.

- 8.3 **Entire Agreement:** All existing agreements and contracts, verbal and/or written, between the Parties regarding the employment of the Superintendent/Principal are superseded by this Contract. This Contract constitutes the entire agreement between the Parties.
- 8.4 **Applicable Law and Venue:** Texas law shall govern construction of this Contract. The Parties agree that venue for any litigation relating to the Superintendent/Principal's employment with the District, including this Contract, shall be the county in which the District's administration building is located. If litigation is brought in federal court, the Parties agree that venue shall be the federal district and division in which the district's administration building is located.
- 8.5 **Paragraph Headings:** The headings used at the beginning of each numbered paragraph in this Contract are not intended to have any legal effect; the headings do not limit or expand the meaning of the paragraphs that follow them.
- 8.6 **Legal Representation:** Both Parties have been represented by legal counsel of their choice, or have had the opportunity to consult with legal counsel, in the negotiation and execution of this Contract.

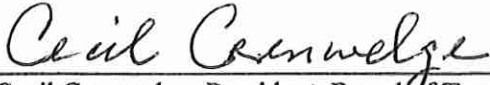
9. **Notices.**

- 9.1 **To Superintendent/Principal:** The Superintendent/Principal agrees to keep a current address on file with the District's human resources office and the Board President. The Superintendent/Principal agrees that the Board may meet any legal obligation it has to give the Superintendent/Principal written notice regarding this Contract or the Superintendent/Principal's employment by hand-delivery, or by certified mail, regular mail, and/or express delivery service to the Superintendent/Principal's address of record.
- 9.2 **To Board:** The Board agrees that the Superintendent/Principal may meet any legal obligation to give the Board written notice regarding this Contract or the Superintendent/Principal's employment 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/Principal may provide such notices by hand delivery, or by certified mail, regular mail, and/or express delivery service, to the Board President and Vice President's addresses of record, as provided to the District.

I have read this Contract and agree to abide by its terms and conditions:

Superintendent/Principal: 
Joseph Geletka

Date signed: _____

By: 
Cecil Crenwelge, President, Board of Trustees
Doss Consolidated Common School District

Date signed: 07-09-2024

