

State of Texas
County of Harrison

Date given Employee: 2-18-10

Date returned by Employee: 2-18-10

MULTI-YEAR CONTRACT
For Noncertified Administrator

The BOARD OF TRUSTEES (hereinafter, Board) of WASKOM INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned Employee, John Edwards in a noncertified administrator position and the employee accepts employment on the following terms and conditions:

1. Employee shall be employed on a 12 month (226 days) basis for the school year 2010-2011, and 2011-2012 according to hours and dates set by the District as they exist or may hereafter be amended.
2. The Board shall pay Employee in twelve installments an annual salary according to the compensation plan approved by the Board. The Employee's salary includes consideration for any assigned duties, responsibilities, and tasks.
3. Employee shall be subject to assignment and reassignment of positions or duties, additional duties, changes in responsibilities or work, transfers, or reclassification at any time during the contract term.
4. Employee shall comply with, and be subject to, state and federal law and District policies, rules, regulations and administrative directives as they exist or may hereafter be amended. Employee shall faithfully perform to the satisfaction of the District all duties set forth in the job description or as assigned.
5. This contract is conditioned on Employee's satisfactorily providing the credentials, service records, and other records required by law, the Texas Education Agency, or the District. False statements, misrepresentations, omissions of requested information, or fraud by the Employee in or concerning any required records or in the employment application may be grounds for discharge. The Employee hereby represents that he/she has made written disclosure to the District of any conviction for a felony or an offense involving moral turpitude.
6. Employee shall satisfactorily submit or account for all reports, school equipment or other required items at the end of the contract term. Employee agrees that the last salary payment under this contract term is conditioned upon receipt from Employee of all such items.
7. The Board may discharge Employee during the term of this contract for good cause. The Superintendent may suspend the Employee pending, a determination of whether good cause to discharge exists.
8. A determination by the Board that a financial exigency or program change requires that the contracts of employees be terminated during the contract term constitutes good cause for discharge. Financial exigency as used herein, means any event or occurrence that creates a need for the district to reduce financial expenditures for personnel including, but not limited to, a decline in the Board's financial resources, a decline in enrollment, a cut in funding, a decline in tax revenues, or an

