

Supplemental Pay Contract for Mentoring Services

Agreement Between ECISD and outgoing CFO Deborah Ottmers for Financial Mentoring of Incoming CFO and Superintendent

This Supplemental Pay Contract ("Agreement") is made and entered into by and between the Ector County Independent School District ("ECISD" or "the District") and Deborah Ottmers ("Employee" or "Outgoing CFO"), collectively referred to as "the Parties," effective as of July 1, 2025.

2. Purpose

This Agreement sets forth the terms and conditions under which Deborah Ottmers will provide financial mentoring services to the incoming Chief Financial Officer and the Superintendent of ECISD on financial matters during July and August 2025. The outgoing CFO has served the district for 5 years and providing this service will help bridge the gap.

2. Scope of Services

- Mentoring and advising the incoming Chief Financial Officer and Superintendent on ECISD financial matters as needed during the months of July and August 2025.
- Providing guidance, training, and consultation as requested by ECISD administration relating to financial processes, reporting, and compliance.
- All services are to be performed outside of regular district working hours and on the personal time of Deborah Ottmers.
- All work performed under this Agreement will be documented in writing and submitted to ECISD administration for record-keeping.

3. Compensation

- ECISD shall pay Deborah Ottmers at the rate of one hundred dollars (\$100) per hour for all hours of mentoring services performed and documented under this Agreement.
- Total hours and compensation shall be verified by written timesheets or activity logs submitted by the Employee and approved by the Superintendent or designee.

- All payments for services rendered under this Agreement shall be reported to the Teacher Retirement System of Texas (“TRS”) as creditable compensation for work performed in the 2024-2025 TRS year.

4. Attestations and Representations

- The Employee attests that all mentoring services will be performed on personal time and shall not interfere with regular district operations or duties.
- The Parties agree that this supplemental arrangement is not a conflict of interest and will not harm or otherwise be detrimental to ECISD or the HCISD.
- This Agreement does not create an employment relationship beyond the specific mentoring services identified herein.

5. Term and Termination

- This Agreement is effective from July 1, 2025, through August 31, 2025, unless terminated earlier by mutual written agreement.
- Either party may terminate this Agreement with written notice to the other party; payment will be made for hours worked and documented up to the date of termination.

6. Entire Agreement

This Agreement constitutes the entire understanding between the Parties regarding the subject matter described herein and supersedes all prior discussions, agreements, or understandings of any kind.

7. Signatures

The Parties, intending to be legally bound, have voted on and execute this Agreement effective 7/1/2025.

- Deborah Ottmers, Outgoing ECISD CFO
- Signature: _____ Date: _____
- Authorized Representative, Ector County ISD Board of Trustees
- Signature: _____ Date: _____
- Authorized Representative, Hays Consolidated ISD Board of Trustees
- Signature: _____ Date: _____