

Exhibit A—Notice of Proposed Term Contract Nonrenewal

Date of notice: May 17, 2025

Employee name: Kevin Collins

On May 17, 2025, the Board voted to propose nonrenewal of your employment contract for the following reasons:

1. Deficiencies pointed out in observation reports, appraisals or evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Inability to maintain discipline in any situation in which the employee is responsible for the oversight and supervision of students.
5. Insubordination or failure to comply with official directives.
6. Failure to meet the District's standards of professional conduct.
7. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues.
8. A significant lack of student progress attributable to the educator.
9. Any reason constituting good cause for terminating the contract during its term.

Attached is a copy of the District's DFBB (LOCAL) policy regarding nonrenewal of term contracts.

To request a hearing on the Board's proposed nonrenewal of your employment contract, you must submit a written request to the Board not later than the 15th day after the date you receive this notice. The Board will notify you whether the hearing will be conducted by the Board or an attorney designated by the Board.

If you do not request a hearing within 15 days of receiving this notice, the Board will vote to nonrenew your contract.

Please direct questions regarding the proposed nonrenewal of your contract to the Superintendent.



Signature

Robert Sormani

Printed name

Superintendent of Schools

Title

Agenda of May 17, 2025 - Special Called Meeting

The Board of Trustees

Manor Independent School District

A May 17, 2025 - Special Called Meeting of the Board of Trustees of Manor Independent School District will be held May 17, 2025, beginning at 10:30 AM in the Central Administration Offices, Board Room, 10335 US Hwy 290E, Manor, Texas 78653.

The subjects to be discussed or considered, or upon which any formal action may be taken, are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

Present: CL, PP, AC, and SRB

Absent: MT and FM.

SH - Arrived at 10:32 AM

1. Call to Order (1 MIN) 10:31 AM

2. Adjourn to Closed Session (5 MIN) - DID NOT ADJOURN

1. Pursuant to Texas Government Code Sections 551.074, 551.071, 551.129, consideration of personnel matters, and possible consultation with legal counsel

3. Reconvene in Open Session (1 MIN) - DID NOT ADJOURN

4. Public Forum (12 MIN) - NO PUBLIC FORUM SIGN UPS

Fabian Martinez

It is the policy of the Board that, if members of the audience wish to address the Board, they must sign the form at the entrance prior to the meeting. Commentaries and/or questions are limited to the public forum section of the set (said) agenda as is provided in Board Policy (BED). Pursuant to Manor ISD Board policy BED (Local), all other board meetings' public comments shall be limited to items on the agenda posted with notice of the meeting. An individual's comments to the Board shall not exceed three minutes. Anyone who wants to participate in this portion of the meeting must sign up by 10:30 a.m., May 17, 2025, and indicate the topic they wish to address. The Board will take speakers in turn from the sign-up sheet.

5. Action Items (15 MIN) 10:32 AM

1. Consideration of proposed non-renewal of a teacher/coach

Dr. Robert Sormani

I move to propose nonrenewal of the employment contract of Kevin Collins and to authorize the superintendent to provide written notice of this action.

Motion provided by _____ ***PP*** _____

Motion seconded by _____ ***CL*** _____

CL__X__ AC__X__ PP__X__ FM_*ABSENT*_ MT_*ABSENT*_ SH__X__ SRB__X__

Recommended Motion - Yes

Motion passes ____5-0____

6. *Adjournment (1 MIN) 10:36 AM*

Motion provided by____CL____

Motion seconded by____PP____

CL__X__ AC__X__ PP__X__ FM_*ABSENT*_ MT_*ABSENT*_ SH__X__ SRB__X__