

STATE OF TEXAS
COUNTY OF WISE

Date given employee 3-1-12

Date returned by employee 3-5-12

EMPLOYMENT AGREEMENT


The BOARD OF TRUSTEES ("Board") of the SLIDELL INDEPENDENT SCHOOL DISTRICT, employs the undersigned Employee, Greg Enis, and Employee accepts employment on the following terms and conditions:

1. The Employee shall be employed on a half-time daily basis - 12 months - \$27,700 beginning on August 1, 2012 and ending on July 31, 2013. This is not an agreement for a specific number of working days, and the Superintendent or designee shall determine the work performed or assigned for the period of employment.
2. The Board shall pay the Employee a monthly salary for the position to which Employee is assigned approved by the Board for the budget year covered by this agreement, which amount may include a contingency for reducing the salary by not more than 5% percent in response to a reduction in state or local funds available to the District during the term of this agreement. The Employee's salary includes consideration for all duties, responsibilities, and tasks contemplated by the job description for the position to which Employee is assigned or reassigned, regardless of the actual number of hours or days (including weekends and days designated as "holidays" on the District's duty schedule) that the Employee works during the contract period. Employee shall not be paid on a "daily basis," although the District may calculate a daily rate for other purposes, such as to determine deductions for paid leave taken but not earned or in excess of days available.
3. Employee may qualify to receive an incentive payment under an awards program established by the Board or under Subchapter O of Chapter 21 of the Texas Education Code, provided District participates in and receives grants under that program. Employee is not entitled to receive an incentive payment as part of the compensation specified in paragraph 2, and any incentive payment will be provided only as payment for performance related to improving student achievement or as otherwise provided in the Board's plan.
4. Employee shall be subject to assignment, reassignment, reclassification, or additional duties by the Superintendent or designee at any time during the agreement term. Employee's salary shall not be reduced by any reassignment during the term of the agreement without providing notice and an opportunity for a due process hearing before the Board.
5. This agreement is conditioned on Employee's satisfactorily providing the certification or documentation of "highly qualified" status, if any is required, service records, and other records required by law, the Texas Education Agency, the State Board of Educator Certification, any other licensing authority, or the District. Misrepresentation or fraud by the Employee in any of these records or the employment application shall be good cause for dismissal.

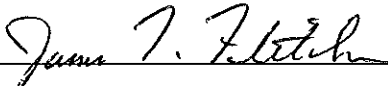
6. Employee represents that he or she has made written disclosure to the District of any conviction, including a no-contest or guilty plea, for a felony or any offense involving moral turpitude. Employee agrees that District is authorized to obtain a state or national report of Employee's criminal history at any time during employment.
7. Failure to submit valid certification or "highly qualified" documentation for the assignment, if any is required, to the Superintendent by the first day of assigned duties for the term covered by this agreement or to maintain valid certification throughout the term of the agreement **voids the agreement**, and the District may respond as it deems appropriate under the circumstances.
8. Employee shall comply with and be subject to state and federal law and District policies, rules, regulations, and administrative directives, as they exist at the time the agreement begins or may be amended during the term of the agreement. Nothing in this paragraph shall be construed to amend or modify Paragraph 1 of this agreement. Employee shall faithfully and with reasonable care, skill, and diligence perform to the satisfaction of the District all duties set forth in the job description or as assigned.
9. Employee shall satisfactorily submit or account for all reports, records, school equipment, or other required items at the end of the agreement term. Employee agrees that the last salary payment under this agreement is conditioned upon receipt from Employee of all such items, within the time specified by the District. Employee further agrees that the District may withhold from the salary payment(s) the value of any school equipment, other than textbooks, electronic textbooks, or technological equipment, that is damaged, stolen, misplaced, or not returned, as well as any other fees, charges, or overpayments owed to the District.
10. The Board may dismiss Employee during the term of this agreement by giving 60 days notice in writing that the agreement will terminate in 60 days. The Board may dismiss Employee during the term of this agreement without 60 days notice by giving Employee notice in writing of its intent to terminate the agreement, including a statement of the cause for proposing to terminate the agreement, and providing an opportunity for a due process hearing before the Board.
11. This agreement shall be renewed only by vote of the Board and written notice to the Employee of that action. If the Board does not act prior to the expiration of the agreement, the agreement shall not continue in force, and employment shall cease on the last day of the term set out in this agreement. This agreement is not a "term contract" subject to the provisions of Subchapter E, Chapter 21, of the Texas Education Code. No right to tenure or any other contractual obligation or other expectancy of continued employment or claim of entitlement is created beyond the agreement term.
12. After Employee has begun service under this agreement, Employee may resign from the agreement by giving the District 60 days written notice. Release under any other circumstance after service has begun shall be only with District approval, pursuant to local policy. If released from the agreement, Employee shall receive any due and owing salary amount at the next regular payroll disbursement
13. If Board terminates this agreement or if Employee resigns during the term of the agreement, employment ceases as of the effective date of that action, and Board's financial obligation to Employee after that date extends only to earned salary due and owing under this agreement.

14. This agreement is subject to all applicable federal and state laws, rules, and regulations. Invalidation of any portion of this agreement under the laws of the State of Texas or of the United States shall not affect the validity of the remainder of the agreement.
15. The parties agree that this agreement combines all prior agreements and representations concerning employment of the Employee into one document. This agreement supersedes all prior agreements and representations concerning employment. No amendments to this agreement shall be binding unless authorized by the Board, reduced to writing, and signed by both parties.

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

Employee's Signature  Date 3-5-12

SLIDELL INDEPENDENT SCHOOL DISTRICT

By:  Date 3-5-12
President, Board of Trustees

NOTE—EXPIRATION OF OFFER: This offer of employment will expire unless this agreement is signed by Employee and returned to the Superintendent on or before **March 31, 2012**. Failure to return the signed agreement by this date constitutes a rejection of the employment offer and any current employment shall terminate at the end of existing agreement term. If this offer is made before action by the Board to accept the Superintendent's recommendation to employ Employee, no binding agreement exists until the Board has acted on the Superintendent's recommendation.