

RATING YEAR



**Financial Integrity Rating System of Texas**

**2015-2016 RATINGS BASED ON SCHOOL YEAR 2014-2015 DATA - DISTRICT STATUS DETAIL**

<b>Name:</b> <b>SEGUIN ISD(094901)</b>	<b>Publication Level 1:</b> 8/8/2016 6:20:16 PM
<b>Status:</b> <b>Passed</b>	<b>Publication Level 2:</b> 8/8/2016 6:20:16 PM
<b>Rating:</b> A = Superior	<b>Last Updated:</b> 8/8/2016 6:20:16 PM
<b>District Score:</b> 98	<b>Passing Score:</b> 31

#	Indicator Description	Updated	Score
1	<u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?</u>	3/16/2016 3:41:22 PM	Yes
2	Review the AFR for an unmodified opinion and material weaknesses. The school district must pass 2.A to pass this indicator. The school district fails indicator number 2 if it responds "No" to indicator 2.A. or to both indicators 2.A and 2.B.		
2.A	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	3/16/2016 3:41:22 PM	Yes
2.B	<u>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness.)</u>	3/16/2016 3:41:22 PM	Yes
3	<u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an</u>	3/16/2016 3:41:23 PM	Yes

	<u>exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>		
4	<u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?</u>	3/16/2016 3:41:23 PM	Yes
5	<u>Was the total unrestricted net asset balance (Net of the accretion of interest for capital appreciation bonds) in the governmental activities column in the Statement of Net Assets greater than zero? (If the school district's change of students in membership over 5 years was 10 percent or more, then the school district passes this indicator.)</u>	3/16/2016 3:41:23 PM	Yes
			1 Multiplier Sum
6	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? (See ranges below.)</u>	8/4/2016 1:40:22 PM	10
7	<u>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? (See ranges below.)</u>	6/30/2016 1:26:26 PM	10
8	<u>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's change of students in membership over 5 years was 10 percent or more, then the school district passes this indicator.) (See ranges below.)</u>	8/4/2016 1:40:22 PM	8
9	<u>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and</u>	8/4/2016 1:40:22 PM	10

	<u>construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?</u>		
10	<u>Was the debt service coverage ratio sufficient to meet the required debt service? (See ranges below.)</u>	8/4/2016 1:40:23 PM	10
11	<u>Was the school district's administrative cost ratio equal to or less than the threshold ratio? (See ranges below.)</u>	3/16/2016 3:41:25 PM	10
12	<u>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the school district will automatically pass this indicator.)</u>	3/16/2016 3:41:26 PM	10
13	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?</u>	3/16/2016 3:41:26 PM	10
14	<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	3/25/2016 2:02:29 PM	10
15	<u>Did the school district not receive an adjusted repayment schedule for more than one fiscal year for an over allocation of Foundation School Program (FSP) funds as a result of a financial hardship?</u>	3/24/2016 4:29:47 PM	10
			98 Weighted Sum
			1 Multiplier Sum
			98 Score

**DETERMINATION OF RATING**

<b>A.</b>	Did the district answer 'No' to Indicators 1, 3, 4, 5, or 2.A? If so, the school district's rating is <b>F for Substandard Achievement</b> regardless of points earned.
<b>B.</b>	Determine the rating by the applicable number of points. (Indicators 6-15)

<b>A = Superior</b>	70-100
<b>B = Above Standard</b>	50-69
<b>C = Meets Standard</b>	31-49
<b>F = Substandard Achievement</b>	<31

Home Page: [Financial Accountability](#) | Send comments or suggestions to [FinancialAccountability@tea.texas.gov](mailto:FinancialAccountability@tea.texas.gov)

THE **TEXAS EDUCATION AGENCY**  
 1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 4.2.8.0

**SEGUIN INDEPENDENT SCHOOL DISTRICT  
PUBLIC HEARING ON 2016 SCHOOLS FIRST RATING  
Annual Financial Management Report  
for Fiscal Year 2014-2015**

**Superintendent's Current Employment Contract is attached as Addendum A**

**Reimbursements Received by the Superintendent and Board Members**

For the Twelve-Month Period  
Ended June 30 ,2015

Description of Reimbursements	Superintendent Irene Garza	Interim Supt Guadalupe Gorordo	Board Members							
			Louis Q Reyes III	Barbara Effenberger	Ishmael Flores	Ricardo Guerra	Nancy Ayotte	Craig Thomas	John Holt	Carol Teepie
Meals	\$ 452.45	\$ 36.00	\$ 980.50	\$ 597.46	\$ 371.50	\$ 498.00	\$ 114.50	\$ 536.50	\$ 294.00	\$ -
Lodging	\$ 2,102.10	\$ 434.14	\$ 2,925.47	\$ 2,201.97	\$ 1,563.07	\$ 1,315.33	\$ 629.61	\$ 2,114.15	\$ 1,202.29	\$ -
Transportation	\$ 1,862.15	\$ -	\$ 1,440.09	\$ 174.15	\$ 395.55	\$ 1,140.62	\$ 271.35	\$ 943.22	\$ 575.44	\$ -
Registration	\$ 2,327.00	\$ 535.00	\$ 2,280.00	\$ 1,360.00	\$ 1,050.00	\$ 1,890.00	\$ 635.00	\$ 1,880.00	\$ 1,320.00	\$ 325.00
Other	\$ 285.26	\$ 80.10	\$ 446.32	\$ 58.72	\$ 80.10	\$ 40.05	\$ 74.30	\$ 154.05	\$ 110.05	\$ -
<b>Total</b>	<b>\$ 7,028.96</b>	<b>\$ 1,085.24</b>	<b>\$ 8,072.38</b>	<b>\$ 4,392.30</b>	<b>\$ 3,460.22</b>	<b>\$ 4,884.00</b>	<b>\$ 1,724.76</b>	<b>\$ 5,627.92</b>	<b>\$ 3,501.78</b>	<b>\$ 325.00</b>

**Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services**

The Superintendent did not receive payment for consulting or other personal services during 2014-15.

(Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.)

**Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any)**

**(gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)**

For the Twelve-Month Period  
Ended June 30, 2015

None

**Note** – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.

**Business Transactions Between School District and Board Members**

For the Twelve-Month Period  
Ended June 30,2015

None

**Note** - The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.

# Addendum A

## SUPERINTENDENT'S EMPLOYMENT CONTRACT

THE STATE OF TEXAS           §  
  §                                   KNOW ALL MEN BY THESE PRESENTS:  
COUNTY OF GUADALUPE       §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into effective the \_\_\_st day of February, 2016, by and between the Board of Trustees (the "Board") of the SEGUIN INDEPENDENT SCHOOL DISTRICT ("District") and Stetson Roane (the "Superintendent").

### WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201(b) and Chapter 21, Subchapter E, Texas Education Code, have agreed, and do hereby agree, as follows.

### I. Term

- 1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for a term of years beginning March 11, 2016 and ending June 30, 2019. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.
- 1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

### II. Employment

- 2.1 **Professional Certification.** The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a Superintendent by the State of Texas and issued by the State Board for Educator Certification or The Texas Education Agency and any other certificates required by law.
- 2.2 **Representations.** The Superintendent makes the following representations:
- 2.2.1 **Beginning of Contract:** The Superintendent represents that he has disclosed to the Board, in writing, any arrest and any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract.
- 2.2.2 **During Contract:** The Superintendent also agrees that, during the term of this Contract, the Superintendent 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. The Superintendent agrees to provide such notification in writing within seven calendar days of the event or any shorter period specified in Board policy.
- 2.2.3 **False Statements and Misrepresentations:** The Superintendent represents that any records or information provided in connection with his employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.

- 2.3 Duties.** The Superintendent is the educational leader and the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereinafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct; assign, reassign, evaluate, or cause to be evaluated and, when tendered, accept resignations from, any and all employees consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the district consistent with the Board's policies, and state and federal law. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise.
- 2.4 Reassignment.** The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.
- 2.5 Board Meetings.** The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of any portion of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, discipline related to the Superintendent, conflict of interest concerning the Superintendent, the Superintendent's evaluation, for the purposes of resolving conflicts between Board members, or when the Board is acting in its capacity as a tribunal. In the event of illness or Board approved absence, the Superintendent's designee shall attend such meetings.
- 2.6 Legal Defense.** To the extent it may be permitted to do so by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby agree to provide a legal defense to the Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined by the Board, in its reasonable discretion, that Superintendent committed official misconduct, or a criminal act, or is the subject of a criminal investigation or proceeding, the Board's interests in the proceeding are directly adverse to the Superintendent's interests, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by Superintendent. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also the District's legal counsel. A legal defense may be provided through insurance coverage, in which case the Superintendent's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

### III. Compensation

- 3.1 Salary.** The District shall compensate the Superintendent with an annual salary of One Hundred Eighty-Nine Thousand Dollars and No/Cents (\$189,000.00) to be effective at the time of the approval of this agreement until the end of the contract period. At any time during the term of this Contract, the Board may, in its sole discretion, review and adjust the salary of the Superintendent, with any adjustment being in

the form of either a written addendum to this Contract or a new contract. However, in no event shall the Superintendent be paid less than the salary set forth in Section 3.1 of this Contract. The Superintendent shall be entitled to all applicable supplements approved by the Board for professional personnel in addition to any other supplements/benefits specifically authorized by the Board for the Superintendent. This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

#### IV. Other Benefits

- 4.1 **Expenses.** The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the performance of his duties under this Contract, including travel costs. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.
- 4.2 **Insurance.** The Superintendent shall receive the same health, dental and vision insurance coverage benefits as all other employees.
- 4.3 **Car/Travel Allowance.** The District shall provide the Superintendent with a car/travel allowance of 800 Hundred Dollars and No/Cents (\$800.00) per month. The Superintendent shall receive no other compensation for travel within Guadalupe County. The District shall compensate/reimburse the Superintendent for all travel to and from points outside of Guadalupe County as per District policy and practices.
- 4.4 **Annuity Contribution.** On or before June 30, 2016 and continuing thereafter on or before June 30 of each subsequent year during which this Agreement is in effect the Board on behalf of the Superintendent shall contribute the amount of Ten Thousand and No/100 Dollars (\$10,000.00), to a tax-sheltered annuity in the Superintendent's name, the exact terms of such annuity to be described in plan documents which are hereby incorporated by reference. This annuity contribution shall count as creditable compensation eligible for Teacher Retirement of Texas (TRS) purposes as a result of this amount being deducted from the superintendent's regular pay. The salary reflected in paragraph 3.1 reflects the amount of regular pay minus the deduction described in this paragraph above.
- 4.5 **Performance Bonus.** On or before June 30, 2016 or within fifteen (15) days after prior school year accountability ratings are released, whichever is later, and each year on the same day after that for the life of this agreement, the Superintendent shall, be paid, in addition to the other compensation categories set forth above, a performance incentive award, as approved by the Board of Trustees on March 10, 2016, in the amount of One-Thousand Dollars (\$1,000.00) for each campus in the District rated as Met Standard by meeting all four indexes by the Texas Education Agency's Accountability Rating System. An amount of Fifteen-Hundred Dollars (\$1,500.00) for campuses rated as Met Standard in only three of the four indexes but earn at least one distinction designation. An amount of Two-Thousand Dollars (\$2,000.00) for all campuses that are rated as Met Standard by meeting all four indexes and receive at least one Distinction Designation. Lastly, an amount of Two-Thousand Dollars (\$2,000.00) shall be paid to the Superintendent in addition to the stipulations set forth above if the District as a whole earns a rating of "Met Standard" in all four indexes by the Texas Education Agency's Accountability Rating System on the same date mentioned above, every year for the life of this agreement. The amounts paid to the Superintendent under this paragraph are mutually exclusive and do not build on each other with the exception of the performance bonus related to the District as a whole earning a rating of Met Standard. This performance bonus shall count as creditable compensation eligible for Teacher Retirement of Texas (TRS) purposes pursuant to Texas Administrative Code Title 34, Part 3, Chapter 25, Subchapter B, Section 25.24.
- 4.6 **Vacations, Holidays, Personal Leave and Comp Time.** The Superintendent may take, at times selected by the Superintendent, the same number of days of vacation authorized by policies and calendar adopted by the Board for administrative employees on twelve months (226 days) contract, the days to be in a single period or at different times. The vacation days taken by the Superintendent will be taken at such times or time that will not substantially interfere with the performance of the Superintendent's duties as set forth in this Contract. Any unused vacation days shall accumulate to the subsequent contract, unless the



Superintendent requests payment for those days by means of a written request submitted to the Business Office, in which case those days shall be paid at the current contract year's daily rate. The Superintendent is hereby granted the same number of personal leave days as authorized by the Board for all professional employees. The Superintendent may accumulate up to 10 comp days per year for days worked outside the 226-day administrator calendar (*i.e.* weekends, holidays, etc.) Additional days worked (beyond 10) shall not be eligible for comp time. Comp time days not used within 3 years shall be lost.

- 4.7 **Membership Dues.** The Board encourages the Superintendent to become a member of and participate in professional associations and community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The District shall reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and related travel outside of Guadalupe County, subject to advance Board approval.
- 4.8 **Professional Organizations.** The Superintendent shall devote the Superintendent'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 through the Superintendent'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 to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such meetings, seminars, conferences, or courses. Expenses for attending professional meetings at the local, state or national level may be reimbursed subject to the availability of funds budgeted, policy limitations and as pre-authorized by the Board. The District shall pay for the Superintendent's membership dues to the Texas Association of School Administrators and one other professional organization selected by the Superintendent, the purpose of which is to benefit the District, subject to the availability of funds budgeted by the District for this amount.
- 4.9 **Liability Insurance:** The District's Professional Liability insurance policy provides coverage for the Superintendent, as set forth in the policy, and this policy or one with similar coverage will be kept in full force and effect during the term of this Contract. The Superintendent shall fully cooperate with the District in the defense of any and all claims, demands, suits, actions and legal proceedings brought against the District, including matters arising after the term of this Contract expires but which relate to events occurring during the Superintendent's employment with the District.

#### V. Annual Performance Goals

- 5.1 **Development of Goals.** The Superintendent shall submit to the Board each year, for the Board's consideration and adoption, a preliminary list of goals for the District. The goals approved by the Board shall at all times be reduced in writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.

#### VI. Review of Performance

- 6.1 **Time and Basis of Evaluation, Development of Goals:** The Board shall work collaboratively with the Superintendent each year to prepare a list of goals for the District. The ultimate content and approval of the list of goals shall be at the sole discretion of the Board. The goals approved by the Board shall at all times be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.
- 6.2 **Time and Basis of Evaluation:** The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined

in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals.

- 6.3 **Confidentiality:** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in closed session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel, used in a termination or nonrenewal proceeding or in legal proceedings filed by the Superintendent.
- 6.4 **Evaluation Format and Procedures:** The evaluation format and procedure shall be in accordance with the evaluation instrument selected by the Board in accordance with Section 6 of this Contract, the Board's policies, and state and federal law. In the event the Board deems that the evaluation instrument, format and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, the Superintendent shall be provided at least three months of time to demonstrate such expected performance before being evaluated.

#### VII. Renewal or Non-renewal and Suspension without pay of Superintendent's Contract

- 7.1 **Renewal/Nonrenewal of Contract.** Renewal or Non-renewal of this Contract shall be in accordance with Texas Education Code Chapter 21, and Board policy. At anytime during the Contract term, the Board may, in its discretion, reissue this Contract for an extended term.
- 7.2 **Suspension.** In accordance with Texas Education Code Chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause as determined by the Board.

#### VIII. Termination of Superintendent's Contract

- 8.1 **Mutual Agreement.** This Contract may be terminated at any time by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon. Notwithstanding, the Superintendent may leave the employment of the District at the end of a school year, without penalty, by filing a written resignation with the Board in accordance with Chapter 21 of the Texas Education Code. The Superintendent may resign with the written consent of the Board at any other time.
- 8.2 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.
- 8.3 **Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause in accordance with Texas Education Code Chapter 21 and Board policy. In the event that the Board terminates this Contract for "good cause," the Superintendent shall be afforded all rights as set forth in Board policy and state and federal law.

#### IX. Miscellaneous

##### General provisions.

- 9.1 **Amendment:** This Contract may not be amended except by written agreement of the Parties.
- 9.2 **Severability:** If any provision in this Contract is, for any reason, held to be invalid, illegal, or 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.
- 9.3 **Entire Agreement:** All existing agreements and contracts, both verbal and written, between the Parties regarding the employment of the Superintendent are superseded by this Contract. This Contract constitutes the entire agreement between the Parties.

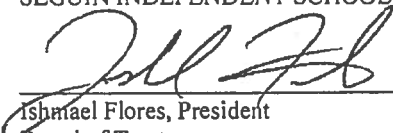
- 9.4 **Applicable Law and Venue:** Texas law shall govern construction of this Contract. The Parties agree that venue for any litigation relating to the Superintendent's employment with the District, including this Contract, shall be the county in which the District's administration building is located. 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.
- 9.5 **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.
- 9.6 **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.

**X. Notices.**

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

SEGUIN INDEPENDENT SCHOOL DISTRICT

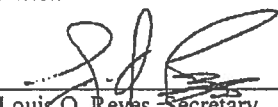
  
Ishmael Flores, President  
Board of Trustees

Executed this 11 day of MARCH, 2016.

  
Stetson Roane, Superintendent

Executed this 11 day of March, 2016.

Attest:

  
Louis Q. Reyes, Secretary  
Board of Trustees