

TEMPORARY EMPLOYMENT AGREEMENT FOR INTERIM SUPERINTENDENT

The BOARD OF TRUSTEES (“Board”) of the West Sabine Independent School District (“District”) appoints the undersigned, Jane Stephenson (“The Interim Superintendent”) as Interim Superintendent, and the Interim Superintendent agrees to following terms and conditions:

1. The Interim Superintendent shall commence serving the District as Interim Superintendent under this agreement beginning May 28, 2019.
2. The Interim Superintendent agrees to serve the District as Interim Superintendent until a permanent Superintendent is hired or until notice is given to terminate this agreement in accordance with the terms of this agreement. Interim Superintendent agrees to perform all work associated with the duties of Superintendent of Schools for District.
3. The District shall compensate the Interim Superintendent \$ 450.00 per day for each full day worked, which includes at no extra charge, related time incident to attending Board meetings or school events, consistent with the role of Interim Superintendent. The Interim Superintendent agrees to work a minimum of two days per week, unless otherwise approved by the Board President.
4. The Interim Superintendent will be reimbursed for travel expenses consistent with current Board policy for attendance at out-of-District school-related events and will be reimbursed for mileage at the rate established by the State of Texas Comptroller. The Interim Superintendent will be reimbursed for lodging as necessary. The Interim Superintendent will not accrue sick leave or vacation time, nor be entitled to any type of paid leave.
5. The Interim Superintendent will be reimbursed at a rate of \$ 50.00 per month for the use of a mobile phone/data.
6. The Interim Superintendent shall be covered for liability insurance, the same as for other District administrators, under the District’s Errors and Omissions and Liability insurance.
7. The Interim Superintendent shall at all times comply with state and federal law and District policies, rules, regulations, and administrative directives, as they exist or may be amended. The Interim Superintendent shall faithfully perform to the satisfaction of the District all duties as assigned.
8. This Agreement is at-will and may be terminated by either party at any time for any reason, or no reason, with three (3) school business days written notice.
9. This Agreement is subject to all applicable federal and state laws, rules, regulations, and District’s Board Policy. Invalidity 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.

10. In any legal proceeding related to the interpretation or breach of this Agreement, the Agreement shall be governed and interpreted by Texas law. Venue for any dispute concerning this Agreement shall be Sabine County, Texas.
11. The parties agree that this Agreement combines all prior agreements and representations concerning employment of the Interim Superintendent 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. This Agreement represents the totality of the compensation which shall be provided to the Interim Superintendent.

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

By: Jane Stephenson 6-11-19
Jane Stephenson, Interim Superintendent Date

WEST SABINE INDEPENDENT SCHOOL DISTRICT

By: Carla Randle 6-12-19
Carla Randle, President, Board of Trustees Date