

SUPERINTENDENT EMPLOYMENT AGREEMENT

The BOARD OF TRUSTEES ("Board") of Richard Milburn Academy/Texas, Inc. open enrollment charter school district ("RMA" or "District") appoints Armard Anderson as Superintendent ("Superintendent"), and the Superintendent and the Board agree to the following terms and conditions:

1. This Agreement shall cover the period from August 1, 2020 through July 31, 2022. So long as the District's Central Office is located in San Antonio, Mr. Anderson shall be required to reside in the San Antonio area, where the District's Central Office is located.
2. The Superintendent shall maintain a valid and appropriate administrator's certificate authorizing him to serve as superintendent of a charter school district in the State of Texas on file in the District personnel office. The Superintendent shall work diligently to complete his doctoral degree by June 30, 2021.
3. The Superintendent shall perform the duties of Superintendent of Schools for the District as prescribed in state law and as applicable, federal law, the job description, and as may be assigned by the Board. The Superintendent shall perform those duties with reasonable care, skill and diligence. The Superintendent shall comply with all Board directives, state and federal law and rules, District policy, and regulations as they exist or may hereafter be amended. Texas law shall govern construction of this Agreement.
4. Commencing August 1, 2020 and continuing through July 31, 2022, the District shall compensate the Superintendent a base salary rate of \$637.50 for each day when the Superintendent performs assigned duties as Chief Administrative Officer for the District. The Superintendent's base salary rate includes, at no extra charge, related time incident to attending Board meetings or school events, consistent with the role of Superintendent.
5. Mr. Anderson shall be eligible annually for a \$1,500.00 stipend for his master's degree, as reflected on Exhibit "A." In the event Mr. Anderson completes his doctorate degree during the term of this contract, his stipend shall increase to \$2,000.00 annually.
6. Consistent with current Board policy, the Superintendent will be reimbursed for actual out-of-pocket travel expenses, including lodging and meals, and reimbursed for mileage at the rate established by the State of Texas Comptroller for attendance at out-of-District school-related events approved in advance by the Board, and for travel to and from campuses within the District.
7. The Superintendent shall not be entitled to reimbursement for travel expenses or out-of-pocket expenses for commuting to and from the Superintendent's permanent residence or for living expenses incurred by the Superintendent in proximity to the District's Central Office.

8. The Superintendent's sick leave and other types of absence from duty will be governed by applicable local Board policies in force at the time, as those policies pertain to other District employees.
9. The Superintendent shall receive ten (10) paid vacation leave days between August 1, 2020 and July 31, 2021. Said vacation days shall not roll over, nor shall Superintendent be entitled to compensation for unused vacation days when this Agreement ends.
10. The District shall contribute \$464.93 per month for Mr. Anderson's employee health insurance premiums in accordance with District policy.
11. The Superintendent shall be covered for liability insurance, the same as for other District administrators, under the District's Errors and Omissions and Liability insurance.
12. The 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 Superintendent shall faithfully perform to the satisfaction of the District all duties as assigned.
13. The Superintendent agrees to devote his time, skill, labor, and attention to performing his duties on behalf of the District, but may, at his discretion and with prior Board notice, undertake completion of his doctorate degree, speaking engagements, writing, lecturing, teaching of higher education courses, and other professional duties and obligations that do not interfere with or conflict with the Superintendent's professional responsibilities to the District.
14. During the term of this Agreement, the Board shall evaluate and assess in writing the Superintendent's performance in June 2021. The evaluation format and procedure shall comply with Board policy and state and federal law.
15. The Board reserves the right to adjust and increase the annual salary of Superintendent during the term of this Agreement. Any such salary adjustment shall not reduce the base salary rate below the figure stated in Paragraph 4 above. Any increase in salary made during the term of this Agreement shall be in the form of an amendment or addendum and shall become a part of this Agreement, but it shall not be considered that the Parties have entered into a new Agreement.
16. This Agreement is subject to all applicable federal and state laws, rules, regulations, and the District's Board Policies and procedures. 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.


17. This Agreement shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teachers Retirement System of Texas.
18. This Agreement is at-will and may be terminated by either party at any time for any reason, or no reason, with thirty (30) days' written notice.
19. 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 in Bexar County, Texas.
20. The parties agree that this Agreement combines all prior agreements and representations concerning employment of the 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 Superintendent.

The Parties have read this Agreement and agree to abide by its terms and conditions:

By:  _____
Armard Anderson
Superintendent

07-28-2020
Date

RICHARD MILBURN ACADEMY/TEXAS, INC. OPEN ENROLLMENT CHARTER SCHOOL DISTRICT

By:  _____
Betsy Hall Bender
President, Board of Trustees

7-28-2020
Date

RMA DISTRICT	
ANNUAL DISTRICT STIPENDS	
<i>Qualified staff: All Staff</i>	
Doctorate Degree	\$2,000
Masters Degree	\$1,500
<i>*Must provide certified transcripts for verification</i>	
<i>Qualified staff: Core Teachers Only</i>	
SBEC ESL Certification	\$1,000
SBEC SPED Certification	\$1,000
<i>*Must provide SBEC record</i>	
<p>If you meet the qualifications for any of the listed stipends, it is your responsibility to notify the Human Resource department, and provide the requested documents.</p>	