

CONSOLIDATED SUPERINTENDENT'S EMPLOYMENT CONTRACT

THE STATE OF TEXAS §
 §
COUNTY OF HARRIS §

THE SUPERINTENDENT'S EMPLOYMENT CONTRACT was originally made and entered into and effective the 15th day of December 2025 and subsequently amended by Board action on September 14, 2026. Any applicable amendment is included herein. This Consolidated Superintendent's Employment Contract ("Consolidated Superintendent's Contract" or "Contract") is made and entered into by and between the Board of Trustees (the "Board") of the Goose Creek Consolidated Independent School District (the "District") and Dr. Joe Rodriguez (the "Superintendent").

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201 of the Texas Education Code, have agreed and do hereby agree, as follows:

1. TERM

1.1 Employment. The Board, by and on behalf of the District, does hereby continue to employ the Superintendent, and the Superintendent accepts continued employment as Superintendent of Schools from September 14, 2026 through June 30, 2029. The District may, by action of the Board, and with consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 No Right of Tenure. The Board has not adopted any policy, rule, regulation, law or practice providing for tenure. No right of tenure, contractual obligation, expectancy of continued employment, or claim of entitlement is created beyond the term of this Agreement.

2. EMPLOYMENT

2.1 Duties. The Superintendent 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, and District policy, rules, and regulations as they currently exist or may hereafter be adopted or amended.

The Superintendent shall perform the duties of the Superintendent of schools for the District with reasonable care, skill, and expertise and in a thorough, prompt, and efficient manner. Except as set forth herein, the Superintendent agrees to devote his time, skill, labor, and attention to performing his duties.

The Superintendent agrees to have a comprehensive medical examination, at District expense, by a physician acceptable to both the Board and the Superintendent, once a year, and to obtain a statement certifying that he is physically able to perform his essential duties. This statement shall be filed with the president of the Board. These reports will be maintained as confidential medical records to the extent permitted by law.

2.2 Professional Certification and Records. This Agreement is conditioned on the Superintendent's providing the necessary certification and experience records, medical records, oath of

office, and other records required for the personnel files or for payroll purposes. Failure to provide necessary certification shall render this Agreement void. Any material misrepresentation may be grounds for dismissal.

2.3 Reassignment. The Superintendent shall not be reassigned from the position of Superintendent to another position without the Superintendent's expressed written consent.

2.4 Board Meetings. The Superintendent shall attend all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Agreement, the Superintendent's evaluation, for purposes of resolving conflicts between individual 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.

2.5 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 defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal and/or administrative proceedings brought against the Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s) that is(are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arise or may arise in the future from an act or omission of the Superintendent as an employee of the District, acting within the course and scope of the Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorney's fees for those claims or any causes of action where it is determined that the Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; or in any circumstance or proceeding in which the Superintendent and the District are adverse parties to each other; 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 the Superintendent. The selection of the Superintendent's legal counsel shall be with the mutual agreement of the Superintendent and the District if such legal counsel is not also 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 and be subject to the terms of the applicable insurance contract. To the extent this Section 2.5 exceeds the authority provided and limitations imposed by the Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.5 shall survive the termination of this Agreement. In no event shall any individual Board member, present or future, be personally liable for defending or indemnifying the Superintendent against any such demands, claims, suits, actions and legal proceedings.

2.6 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either: (a) to the Superintendent for study and/or appropriate actions, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or (b) to the appropriate complaint resolutions procedure as established by Board policies. Substantive complaints include, without limitation, allegations of possible wrongdoing by staff and/or students, complaints of possible criminal behavior by staff and/or students, and complaints about personnel which, if true, would require action by the Superintendent and/or administration. The Superintendent shall refer all substantive complaints from staff

and/or third parties regarding a Board member to the Board President for review and action. If the complaint is about the Board President, the Superintendent shall refer the complaint to the Board Vice President.

3. COMPENSATION

3.1 Salary. Effective January 1, 2026, the District shall provide the Superintendent with an annual salary in the sum of \$345,000.00, which shall be paid to the Superintendent in equal installments consistent with the Board's policies, and in accordance with the District's normal payroll practices. Any additional salary increase shall be negotiated by the Board and the Superintendent. In addition, the Superintendent shall receive the other compensation benefits provided for District administrative employees who are employed under 12-month contracts.

3.2 Salary Adjustments. At any time during the term of this Agreement, the Board may, at its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in Subsection 3.1 of this Agreement, except by mutual agreement of the Board and the Superintendent. Such adjustments, if any, shall be in the form of a written addendum to this Agreement or a new agreement.

3.3 Expenses. This District shall pay or reimburse the Superintendent for reasonable expenses directly incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Agreement. The District agrees to pay the actual and incidental costs incurred by the Superintendent for out-of-district travel; such costs may include, but are not limited to, cost of air transportation, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent may use a District credit card to cover such reasonable expenses. The Superintendent shall comply with all policies, procedures, and documentation requirements in accordance with Board policies and established procedures which shall be subject to review by the District's independent auditors. The Board shall retain the authority to refuse any reimbursement request that is determined to be excessive or which the Board reasonably believes falls outside the scope of the Superintendent's duties.

3.4 Insurance. The District shall pay the same premiums for hospitalization, major medical, and dental insurance coverage for the Superintendent pursuant to the group health care plan(s) provided by the District for administrative employees who are employed under 12-month contracts. The District shall reimburse the Superintendent for the premiums for a term life insurance policy with a value of \$100,000.00, up to a maximum annual premium of \$625.00, and the Superintendent may designate his beneficiary(ies).

3.5 Residency. As a condition of employment, the Superintendent shall establish and maintain his primary residence within the Goose Creek Consolidated Independent School District while employed as Superintendent. Such primary residence shall be maintained continuously thereafter during the remainder of this Agreement or any extension thereof.

3.6 Vacation. The Superintendent may take, at the Superintendent's choice, the same number of days of vacation authorized by policies adopted by the Board for administrative employees on 12-month contracts, the days to be taken in a single period or at different times. The vacation days taken by the Superintendent will be taken at such time(s) as will not substantially interfere with the performance of the

Superintendent's duties as set forth in this Agreement. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on 12-month contracts. The Superintendent is hereby granted the same illness benefits and leave as authorized by Board policies for administrative employees on 12-month contracts, the days to be taken in a single period or at different times.

3.7 Professional Growth. The Superintendent shall devote the Superintendent's time, attention, and energy to the directions, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's reasonable attendance and participation in appropriate professional meetings at the local, regional, state, and national levels, as approved by the Board. The District shall pay the Superintendent's membership dues to the American Association of School Administrators and the Texas Association of School Administrators. Reasonable expenses of such professional growth activities (registration, travel, meals, lodging, and other related expenses) shall be borne by the District in an amount to be approved annually by the Board.

3.8 Civic Activities, etc. The Superintendent is encouraged to participate in community and civic affairs, including chamber of commerce and civic clubs. The reasonable expense of such activities shall be borne by the District in an amount approved annually by the Board.

4. GOALS/REVIEW OF PERFORMANCE

4.1 Development of Goals. The Board shall work collaboratively with the Superintendent each year to prepare a list of goals for the District. The Superintendent shall submit to the Board a preliminary list of goals for the District each year for the Board's consideration and adoption. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit to the Board for its approval a plan to implement the goals. The Superintendent and the Board shall meet semiannually to assess the goals and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The goals approved by the Board shall always be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The District Goals approved by the Board shall be specific, definitive and objectively measurable, to the extent feasible.

4.2 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 Agreement.

4.3 Evaluation Format and Procedure. The evaluation format and procedure shall be in accordance with the Board's policies, and state and federal law. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. In the event that 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 expectations, such modifications must be adopted with input from the Superintendent and the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

4.4 Evaluation Content. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description. The Board's written

District Goals shall be among the criteria on which the Superintendent's performance is reviewed and evaluated.

4.5 Confidentiality. Unless the Board and the Superintendent expressly agree otherwise, in writing, the evaluation of the Superintendent shall at all times be conducted in closed session. The evaluation shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

5. RENEWAL/NONRENEWAL

5.1 Renewal/Nonrenewal. Renewal or nonrenewal shall be in accordance with Board policy and applicable law.

6. TERMINATION OF EMPLOYMENT AGREEMENT

6.1 Mutual Agreement. This Agreement may be terminated by mutual agreement of the Superintendent and the Board, in writing, upon such terms and conditions as may be mutually agreed upon.

6.2 Death/Retirement. This Agreement shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.

6.3 Dismissal for Good Cause. The Board may dismiss the Superintendent at any time for good cause under applicable law and Board policy. The term "good cause" is defined as follows:

- a. failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Agreement;
- b. incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;
- c. insubordination or failure to comply with lawful written Board directives;
- d. failure to comply with written Board policies or District administrative regulations;
- e. neglect of duties;
- f. drunkenness or excessive use of alcoholic beverages;
- g. illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
- h. conviction of a felony or crime involving moral turpitude;
- i. failure to meet the District's standard of professional conduct;
- j. failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- k. disability not otherwise protected by law that substantially impairs the Superintendent's performance of required duties;

- l. immorality, which is conduct not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency or depravity;
- m. assault on an employee or student;
- n. knowingly falsifying records or documents related to the District's activities;
- o. intentional misrepresentation of material facts to the Board or other District officials in the conduct of the District's business;
- p. failure to fulfill requirements for superintendent certification;
- q. failure to fulfill the requirements of a deficiency plan under an Emergency Plan; or
- r. any other reason constituting "good cause" determined by the Board of Trustees under Texas law.

6.4 Consolidation. A determination by the Board that a consolidation of the District with one or more other school districts requires that the Agreement of the Superintendent be terminated during its term shall constitute good cause for dismissal.

6.5 Termination Procedure. In the event that the Board proposes to terminate this Agreement for good cause, the Superintendent shall be afforded all the rights set forth in this Board's policies, and state and federal law.

6.6 Resignation of Superintendent. 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. The resignation must be addressed to the Board and filed not later than the 45th day before the first day of instruction of the following school year. The Superintendent may resign with the consent of the Board at any other time.

7. MISCELLANEOUS

7.1 Controlling Law. This Agreement shall be governed by the laws of the State of Texas, and shall be performable in Harris County, Texas.

7.2 Amendment. This Agreement embodies the entire agreement between the parties and cannot be amended, except by written agreement of the parties.

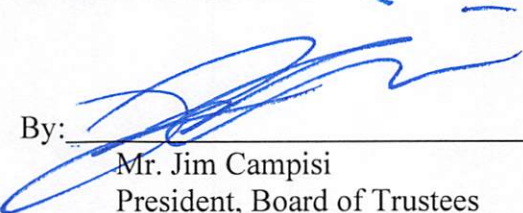
7.3 Savings Clause. In the event any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent for the term stated herein have been superseded by this Agreement, and this Agreement constitutes the entire agreement between the parties, unless amended pursuant to the terms of this Agreement.

7.4 Conflicts. In the event of any conflict between the terms, conditions, and provisions of this Employment Agreement and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Agreement.

7.5 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.

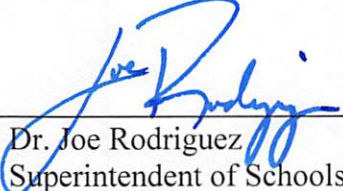
Effective Date: This Consolidated Superintendent's Contract is fully effective September 14, 2026 upon execution of the signatures listed below.

**GOOSE CREEK CONSOLIDATED INDEPENDENT
SCHOOL DISTRICT**

By: 

Mr. Jim Campisi
President, Board of Trustees

Date: 9/18/2026

By: 

Dr. Joe Rodriguez
Superintendent of Schools

Date: 9.18.2026