

**ANTHONY INDEPENDENT SCHOOL DISTRICT  
EMPLOYMENT CONTRACT OF SUPERINTENDENT**

This Employment Contract of Superintendent (this "Contract") is made and entered into effective as of August 21, 2013 between the ANTHONY INDEPENDENT SCHOOL DISTRICT, El Paso County, Texas ("School District") and STEVEN SALDIVAR Ed.D. as Superintendent (the "Superintendent").

**1. Employment.** The School District hereby employs Superintendent as Superintendent of Schools pursuant to the terms and conditions set forth herein and Superintendent hereby accepts the employment. The Superintendent cannot be re-assigned from the position of Superintendent to another position without the Superintendent's express written consent.

**2. Term.** The term of this Contract shall be for three (3) years commencing on August 23, 2013 and concluding on August 22, 2016. The term of this Contract may be extended for one or more years within the limits provided by law, provided that any extension is agreed upon by the parties and evidenced by a written amendment to this Contract or a new Contract. The School District 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 Contract term.

**3. Duties.** Superintendent shall faithfully perform all duties of the position of Superintendent of the School District in accordance with School District policies and applicable laws, and shall be the educational leader and chief executive officer of the District. Superintendent shall comply with and perform any duties or obligations required under Board directives, policies, regulations or state law, and such other duties or requirements as from time assigned or directed by the Board of Trustees of the School District. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the superintendent, his contract and board policy. The Superintendent shall perform the duties of the Superintendent of Schools for the School District with reasonable care, diligence, skill and expertise and shall devote his full and exclusive time, skill, labor, and attention necessary to efficiently facilitate the successful operation of the School District during the term of this term contract. Superintendent shall have the further duty to direct, assign, re-assign and evaluate all employees, organize, re-organize and arrange staff, establish administrative regulations, rules and procedures.

**4. Professional Certification; Representations.**

**A. 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 Texas Education Agency, and all other certificates required by law. In the event the Superintendent shall not 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, or shall lose such certificate, this Contract shall be null and void, and School District shall no longer be obligated hereunder.

**B. Representation.** 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 record or in the Employment Application may be grounds for termination or nonrenewal, as applicable.

**C. Criminal History.** Superintendent acknowledges that a criminal history record acceptable to the School District, at its discretion, is a condition precedent to this 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 to a guilty plea or other adjudication of the Superintendent. The Superintendent agrees to provide such notification in writing or in accordance with applicable Board policy.

**5. Compensation and Benefits.**

**A. Salary.** Superintendent shall be paid an annual Salary of \$125,000.00 during the term of this Contract, subject to any increases and adjustments as the School District and Superintendent may agree in writing, which shall be paid in equal installments consistent with School District policies. At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of Superintendent, but in no event shall the Superintendent be paid less than the annual Salary set forth herein, except by written mutual agreement.

**B. Communications Allowance.** The School District shall pay Superintendent the sum of \$100.00 per month as an allowance for cellular telephone or other communications device. The Superintendent shall maintain a personal account with a cellular telephone company and shall not open an account in the name of the School District. The Superintendent shall have total responsibility for payment of his personal account and the School District shall have no obligation or responsibility relating to the cellular telephone account.

**C. Health Benefits.** The School District shall pay the premiums for and provide health benefits covering the Superintendent under the School District's health program, which is TRS Active Care. The Superintendent shall be entitled to any additional health or other related benefits provided by the School District to professional employees.

**D. Use of School District; Travel Expenses within El Paso County.** The Superintendent will be entitled to use a School District vehicle for travel within El Paso County. The Superintendent shall have priority on the use of the vehicle except when it is needed for school purposes. To the extent the vehicle is not available for Superintendent's use for travel within El Paso County, the Superintendent may be reimbursed for reasonable expenses in accordance with the normal policies and procedures of the School District.

**E. Travel Expenses for Travel Outside of El Paso County.** The School District shall reimburse the Superintendent for reasonable expenses incurred in the continuing performance of the duties under this Contract for travel to destinations outside of El Paso County, Texas. The School District shall pay actual and incidental costs incurred by Superintendent for such travel, such costs may include, but not be limited to, gasoline, airline transportation, hotels and accommodations, meals, rental car and other expenses reasonably incurred in the performance of the business of the School District. The Superintendent shall comply with all procedures and documentation requirements in accordance with School District policies.

**F. Civic Activities.** The Superintendent is encouraged to participate in community and civic affairs. The expense of such activities, subject to Board approval, shall be borne by the School District.

**G. Professional Meetings and Growth.** The Superintendent shall devote his full and exclusive time, attention and energy to the successful direction, administration and supervision of the School District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public and private institutions or by educational associations, as well as the participation and informational meetings with those individuals whose particular

skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities to the School District. In its encouragement of the Superintendent to grow professionally, the School District shall permit a reasonable amount of release time for the Superintendent, as the Superintendent and the Board deem appropriate, to attend seminars, courses or meetings. The School District shall use its best efforts to provide in the School District's budget sufficient sums for such professional development by the Superintendent.

**H. Professional Dues.** The School District shall pay for the Superintendent's membership dues for the American Association of School Administrators and Texas Association of School Administrators. The School District may pay for other memberships if the Board deems it in the interest of the School District.

**I. Time.** Except as expressly provided in this Agreement, the Superintendent shall devote his full and exclusive time and attention to the successful performance of duties required under this Contract. For purposes of this Contract, full-time shall mean a 226 day school year. The Superintendent shall be entitled to all holidays each year as established by the School District for twelve month-226 day employees of the School District. The Superintendent shall be entitled to personal leave days each year in accordance with School District policies and applicable state law, and these may be accumulated from year to year as provided by the policies of the School District. The Superintendent shall be entitled to the appropriate number of nonworking days as afforded to twelve month-226 day employees on an annual basis and these days may be accumulated and carried forward in accordance with School District policies.

**J. Computer.** The School District shall provide to the Superintendent a desktop computer or a laptop computer, at the Superintendent's election, for the Superintendent's professional and incidental personal use.

**K. Sick Leave.** The Superintendent shall not be entitled to carry forward any local sick or personal leave days from prior positions. The Superintendent shall accrue state and local sick leave in accordance with applicable state law and Board policy.

**L. Moving Expense.** The Superintendent shall be reimbursed for reasonable moving expense for moving his family from his current residence to El Paso County, Texas provided however, such moving expense shall not exceed \$2,000.00. Superintendent shall submit receipts, invoices and other proof of moving expenses to the School District. Such reimbursement may include the cost of a rental truck, fuel, meals, and incidental expenses incurred in moving his family.

**6. Indemnification; Liability Insurance.**

**A. Indemnification; Defense of Litigation.** To the extent allowed by applicable law, the School District shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity or official capacity as agent and Superintendent of the School District, provided the incident arose while Superintendent was acting within the course and scope of his employment. Such indemnification shall not cover any acts which are criminal, intentional violations of law or policy, or which arose due to actions of Superintendent not within the course and scope of his employment. If conflict exists with respect to the defense of any claim between the legal position of the Superintendent and the legal position of the School District, the Superintendent may engage independent counsel. The School District shall not be obligated to pay the legal fees of Superintendent in the event the Superintendent presents a claim against the School District or commences litigation against the School District. In no event shall the School District be liable to expend any funds or take any actions in violation of applicable state law.

**B. Liability Insurance.** In the event the School District obtains a liability insurance policy covering the School District, the Board of Trustees and the employees of the School District, the School District shall also maintain such liability insurance coverage for the Superintendent under such policy. This provision shall not require the School District to maintain such insurance coverage for the Superintendent unless such policy is obtained to cover the Board of Trustees, the School District and other Superintendents.

**C. Survival.** The provisions of this paragraph 6 shall survive the termination of this Contract.

**7. Evaluation of Superintendent.** The School District shall evaluate and assess the performance of Superintendent in accordance with School District policies. The Board of Trustees of the School District, with advice from the Superintendent, may develop a form for the written evaluation and assessment of the Superintendent's performance. The evaluation of the Superintendent shall at all times be conducted in closed session and shall be deemed confidential, to the extent permitted by state law. Nothing shall prohibit the Board or the Superintendent from sharing the contents of the Superintendent's evaluation with their respective legal counsel.

**8. Board/Superintendent Relations.**

**A. Board Meetings.** The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed sessions, with the exception of those closed sessions devoted to any action or lack of action on the Superintendent's Contract, the Superintendent's salary or benefits set forth in the Contract, the Superintendent's evaluation, or to discuss interpersonal relationships between individual Board members or Board members and the Superintendent. The Board reserves the right to direct the Superintendent to be excused from any executive session that it deems in the best interest of the School District. The Superintendent shall serve as an ex-officio member of all Board and citizen committees. The Superintendent shall provide administrative recommendations on each item of business considered by the Board of Trustees or any Board committee.

**B. Criticisms, Complaints and Suggestions.** The Board, individually and collectively, shall refer all substantive criticisms, complaints and suggestions called to a Board member's attention or the attention of the entire Board to the Superintendent to study and take appropriate action. The Superintendent shall investigate such matters and inform the entire Board of the results of such efforts.

**C. Performance Goals.** The Superintendent shall submit to the Board each year, at such time designated by the Board, a preliminary list of performance goals for the District. The goals approved by the Board shall at all times be specific, definitive, measurable, and reduced to writing. These performance goals shall be among the criteria for which the Superintendent's performance is reviewed and evaluated.

**D. Superintendent's Reports.** The Superintendent shall advise the Board President or, in his absence, a Board officer whenever the Superintendent will be out of town and advise which administrator the Superintendent has left in charge. The Superintendent shall provide a report on a quarterly basis to the Board of the Superintendent's expenditures for out of School District travel.

**9. Renewal/Nonrenewal.** Renewal or nonrenewal of the Superintendent's Contract shall be in accordance with Board policy and applicable law.

**10. Termination of Employment Contract.** This Contract may be terminated prior to the end of its term for the following reasons: (i) mutual written agreement of the parties, (ii) retirement or death of the Superintendent, or (iii) discharge of the Superintendent for good cause. In the event the School District proposes to terminate this Contract based discharge for good cause, the School District shall provide written

notice to the Superintendent and afford the Superintendent all rights as set forth in Board policies and applicable state and federal law.

**11. Miscellaneous.**

**A. Entire Agreement.** This Contract constitutes the entire agreement between the parties respecting the subject matter hereof, and supercedes all prior and contemporaneous agreements and understandings, whether written or oral.

**B. Governing Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in El Paso County, Texas.

**C. Amendment.** This Contract may not be amended except by written agreement of the parties dated subsequent to the date hereof.

**D. Conflicts.** In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board policies, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board policies.

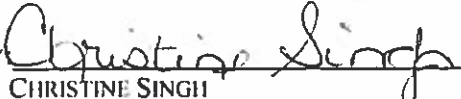
**E. Savings Clause.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal or unenforceable, such invalidity, illegality or unenforceability shall not affect any other provisions thereof, and this Contract shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

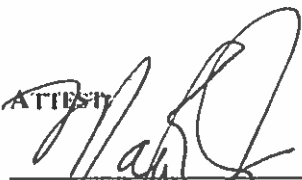
**F. Counterparts.** This Contract is being executed in a number of counterparts, each of which shall be deemed to be an original, and all of which shall constitute but one and the same instrument.

**EXECUTED** as of the date first shown above in El Paso County, Texas.


**SCHOOL DISTRICT:**

**ANTHONY INDEPENDENT SCHOOL DISTRICT**

BY   
CHRISTINE SINGH  
PRESIDENT, BOARD OF TRUSTEES

ATTEST  
  
\_\_\_\_\_  
MARY JONES, SECRETARY  
BOARD OF TRUSTEES

**SUPERINTENDENT:**

  
\_\_\_\_\_  
STEVEN SALDIVAR, ED.D.

**ANTHONY INDEPENDENT SCHOOL DISTRICT  
FIRST AMENDMENT TO SUPERINTENDENT'S  
EMPLOYMENT CONTRACT**

This First Amendment ("First Amendment") to the Employment Contract of Superintendent (the "Contract") is made between ANTHONY INDEPENDENT SCHOOL DISTRICT (the "School District") and STEVEN SALDIVAR, Ed.D. ("Superintendent") effective as of the 4<sup>th</sup> day of June, 2014. This First Amendment amends and modifies the Employment Contract of Superintendent dated August 21, 2013.

**1. Term.** The term of the Contract is hereby extended for one (1) additional year and shall continue in effect until August 22, 2017.

**2. Salary.** Commencing June 4, 2014, the Superintendent's annual salary shall be increased by two percent (2%) for an annual salary of \$127,500.00, payable in monthly installments consistent with School District policy.

**3. Vehicle.** The School District shall furnish a vehicle for the Superintendent's use in connection with School District duties and for Superintendent's incidental personal use. The School District shall purchase an appropriate vehicle for the Superintendent at a cost of not to exceed \$30,000, and shall pay all insurance, maintenance and upkeep for the vehicle.

**4. Entire Agreement.** Except as expressly modified in this First Amendment, all terms and conditions of the Employment Contract remain in full force and effect. This First Amendment and the Employment Contract between the School District and the Superintendent regarding the Superintendent's employment supercede all prior and contemporaneous agreements or understandings, whether written or oral.

SIGNED in El Paso County, Texas as of the date shown above.

SCHOOL DISTRICT:

ANTHONY INDEPENDENT SCHOOL DISTRICT

BY: Christine Singh  
CHRISTINE SINGH, PRESIDENT  
BOARD OF TRUSTEES

ATTEST:

Martin Lerma  
MARTIN LERMA, SECRETARY  
BOARD OF TRUSTEES

SUPERINTENDENT:

Steven Saldivar  
STEVEN SALDIVAR, ED.D.

**ANTHONY INDEPENDENT SCHOOL DISTRICT  
SECOND AMENDMENT TO SUPERINTENDENT'S  
EMPLOYMENT CONTRACT**

This Second Amendment ("Second Amendment") to the Employment Contract of Superintendent (the "Contract") is made between ANTHONY INDEPENDENT SCHOOL DISTRICT (the "School District") and STEVEN SALDIVAR, Ed.D. ("Superintendent") effective as of the 20<sup>th</sup> day of August, 2014. This Second Amendment amends and modifies the Employment Contract of Superintendent dated August 21, 2013.

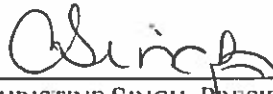
1. **Vehicle.** The provision in paragraph 3 of the First Amendment to Superintendent's Contract requiring the School District to furnish a vehicle for the Superintendent's use is hereby deleted. The School District and Superintendent agree that, due to budgetary problems, the School District cannot afford to provide the Superintendent a vehicle at this time.

2. **Entire Agreement.** Except as expressly modified in this Second Amendment, all terms and conditions of the First Amendment and Employment Contract remain in full force and effect. This Second Amendment, the First Amendment and the Employment Contract between the School District and the Superintendent regarding the Superintendent's employment supercede all prior and contemporaneous agreements or understandings, whether written or oral.

**SIGNED** in El Paso County, Texas as of the date shown above.

**SCHOOL DISTRICT:**

ANTHONY INDEPENDENT SCHOOL DISTRICT

BY:   
CHRISTINE SINGH, PRESIDENT  
BOARD OF TRUSTEES

ATTEST:

  
MARTIN LERMA, SECRETARY  
BOARD OF TRUSTEES

**SUPERINTENDENT:**

  
STEVEN SALDIVAR, ED.D.

**ANTHONY INDEPENDENT SCHOOL DISTRICT**

**THIRD AMENDMENT TO SUPERINTENDENT'S  
EMPLOYMENT CONTRACT**

This Third Amendment ("Third Amendment") to the Employment Contract of Superintendent (the "Contract") is made between ANTHONY INDEPENDENT SCHOOL DISTRICT (the "School District") and STEVEN SALDIVAR, Ed.D. ("Superintendent") effective as of January 22, 2015. This Third Amendment amends and modifies the Second Amendment dated August 20, 2014, the First Amendment dated June 4, 2014 and the Employment Contract of Superintendent dated August 21, 2013.

1. **Term.** The term of the Contract is hereby extended for one (1) additional year and shall continue in effect until August 22, 2018.

2. **Entire Agreement.** Except as expressly modified in this Third Amendment, the Second Amendment and the First Amendment, all terms and conditions of the Employment Contract remain in full force and effect. This Third Amendment, the Second Amendment, the First Amendment and the Employment Contract between the School District and the Superintendent regarding the Superintendent's employment supercede all prior and contemporaneous agreements or understandings, whether written or oral.

**SIGNED** in El Paso County, Texas as of the date shown above.

**SCHOOL DISTRICT:**

ANTHONY INDEPENDENT SCHOOL DISTRICT

BY:   
CHRISTINE SINGH, PRESIDENT  
BOARD OF TRUSTEES

ATTEST:

  
MARTIN LERMA, SECRETARY  
BOARD OF TRUSTEES

**SUPERINTENDENT:**

  
STEVEN SALDIVAR, ED.D.



**ANTHONY INDEPENDENT SCHOOL DISTRICT  
FOURTH AMENDMENT TO SUPERINTENDENT'S  
EMPLOYMENT CONTRACT**

This Fourth Amendment ("Second Amendment") to the Employment Contract of Superintendent (the "Contract") is made between ANTHONY INDEPENDENT SCHOOL DISTRICT (the "School District") and STEVEN SALDIVAR, Ed.D. ("Superintendent") effective as of the 3rd day of February, 2016. This Fourth Amendment amends and modifies the Employment Contract of Superintendent dated August 21, 2013, the First Amendment dated August 21, 2014, the Second Amendment dated August 20, 2014 and the Third Amendment dated January 22, 2015.

**1. Term.** The term of the Contract is hereby extended for one (1) additional year and shall continue in effect until August 22, 2019.

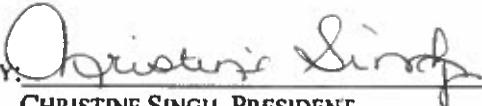
**2. Salary.** Commencing as of the date hereof, the Superintendent's annual salary shall be increased by two percent (2%) for an annual salary of \$130,050.00, payable in monthly installments consistent with School District policy.

**3. Entire Agreement.** Except as expressly modified in this Fourth Amendment, all terms and conditions of the Employment Contract, the First Amendment, the Second Amendment and the Third Amendment remain in full force and effect. This Fourth Amendment, the Third Amendment, the Second Amendment, the First Amendment and the Employment Contract between the School District and the Superintendent regarding the Superintendent's employment supercede all prior and contemporaneous agreements or understandings, whether written or oral.


**SIGNED** in El Paso County, Texas as of the date shown above.

**SCHOOL DISTRICT:**

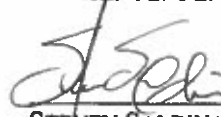
ANTHONY INDEPENDENT SCHOOL DISTRICT

BY:   
CHRISTINE SINGH, PRESIDENT  
BOARD OF TRUSTEES

**ATTEST:**

  
MARY JONES, SECRETARY  
BOARD OF TRUSTEES

**SUPERINTENDENT:**

  
STEVEN SALDIVAR, ED.D.

**ANTHONY INDEPENDENT SCHOOL DISTRICT  
FIFTH AMENDMENT TO SUPERINTENDENT'S  
EMPLOYMENT CONTRACT**

This Fifth Amendment to the Employment Contract of Superintendent (the "Contract") is made between ANTHONY INDEPENDENT SCHOOL DISTRICT (the "School District") and STEVEN SALDIVAR, Ed.D. ("Superintendent") effective as of the 19th day of January, 2017. This Fifth Amendment amends and modifies the Employment Contract of Superintendent dated August 21, 2013, the First Amendment dated June 4, 2014, the Second Amendment dated August 20, 2014, the Third Amendment dated January 22, 2015 and the Fourth Amendment dated February 3, 2016.

1. **Term.** The term of the Contract is hereby extended for two (2) additional years and shall continue in effect until August 22, 2021.

2. **Salary.** Commencing as of the date hereof, the Superintendent's annual salary shall be increased by the sum of Five Thousand Dollars (\$5,000.00) for an annual salary of \$135,050.00, payable in monthly installments consistent with School District policy.

3. **Entire Agreement.** Except as expressly modified in this Fifth Amendment, all terms and conditions of the Employment Contract, the First Amendment, the Second Amendment, the Third Amendment and the Fourth Amendment remain in full force and effect. This Fifth Amendment, the Fourth Amendment, the Third Amendment, the Second Amendment, the First Amendment and the Employment Contract between the School District and the Superintendent regarding the Superintendent's employment supersede all prior and contemporaneous agreements or understandings, whether written or oral.

SIGNED in El Paso County, Texas as of the date shown above.

SCHOOL DISTRICT:


ANTHONY INDEPENDENT SCHOOL DISTRICT

BY:   
CHRISTINE SINGH, PRESIDENT  
BOARD OF TRUSTEES

ATTEST:

  
MARY JONES, SECRETARY  
BOARD OF TRUSTEES

SUPERINTENDENT:

  
STEVEN SALDIVAR, ED.D.

**SIXTH AMENDMENT TO SUPERINTENDENT'S EMPLOYMENT CONTRACT**

STATE OF TEXAS           §  
  §  
COUNTY OF EL PASO    §

This Sixth Amendment to the Employment Contract of Superintendent (the "Contract") is entered into by and between the Board of Trustees (the "Board") of the Anthony Independent School District (the "District") and Steven Saldivar, Ed.D. (the "Superintendent"), for the purpose of amending the Contract dated August 21, 2013, as previously amended by First (June 4, 2014), Second (August 20, 2014), Third (January 22, 2015), Fourth (February 3, 2016), and Fifth (January 19, 2017) Amendments, in accordance with action taken by the Board at its meeting held on January 19, 2018.

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms stated in the Contract, as amended, and herein, hereby amend the Contract as follows:

1.     **Term.** Effective January 19, 2018, Section 2 of the Contract is amended so as to provide for a Contract term ending August 22, 2022.
  
2.     **Salary.** Effective January 1, 2018, the parties amend Paragraph 5.A of the Contract so as to provide for a \$4,000.00 increase in the Superintendent's annual salary, so that the new annual salary is \$139,050.00, payable in monthly installments pursuant to District policy.
  
3.     **Entire Agreement.** Except as provided by this Sixth Amendment, all of the terms and conditions of said Contract, as previously amended, remain in full force and effect as written. Said Contract, as previously amended and as amended hereby, supersedes all prior and contemporaneous agreements or understandings, whether written or oral, regarding the Superintendent's employment.

IN WITNESS WHEREOF, the parties hereto have executed this Sixth Amendment in duplicate.

DATED as indicated hereinbelow, to be effective as stated above.

BOARD OF TRUSTEES, ANTHONY  
INDEPENDENT SCHOOL DISTRICT

By:   
Mary Jones, Board President

Date signed: 1/25/18

  
Steven Saldivar, Ed.D. Superintendent

Date signed: 1/25/18

ATTEST:

  
Angel J. Cuellar, Board Secretary

Date signed: 25 JAN 18