

SUPERINTENDENT TERM CONTRACT

This Superintendent Term Contract ("Contract") is entered into between the Board of Trustees (the "Board") of the FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT (the "District") and Chris Steinbruck (the "Superintendent").

The Board and the Superintendent, for and in consideration for the terms stated in this Contract, and pursuant to Chapter 11, Subchapters D and E, Section 11.201 and Chapter 21 of the Texas Education Code hereby agree as follows:

1. Term

The Board agrees to employ the Superintendent for a term of five (5) years beginning February 15, 2026, and ending February 15, 2031. The Board and the Superintendent (the "Parties") may extend the term of this Contract by agreement.

2. Certification

The Superintendent agrees to maintain the required certification throughout the term of employment with the District. If the Superintendent's certification expires, is canceled, or is revoked, this Contract is void.

3. Representations

3.1 Beginning of Contract:

At the beginning of this Contract, and at any time during this Contract, the Superintendent specifically agrees to submit to a review of his national criminal history record information (NCHRI) if required by the District, TEA, or SBEC. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract.

3.2 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 for any felony, any offense involving moral turpitude, and any offenses set forth in Policy DH (Local). The Superintendent agrees to provide such notification in writing within the period specified in Board policy.

3.3 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, intentionally made, 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.

3.4 Residency:

In accordance with District policy, the Superintendent shall continue to establish and maintain his permanent residence within the attendance boundaries of the District, while serving as Superintendent of the District.

4. Duties

The Superintendent shall be the educational leader and chief executive officer of the District. The Superintendent agrees to perform his duties as follows:

4.1 Authority:

The Superintendent shall perform such duties and have such powers as may be prescribed in the job description, by law including sections 11.201(d), 11.1512 and 11.1513 of the Texas Education Code ("TEC") and as may be lawfully assigned by the Board. The Board shall have the right to assign additional duties to the Superintendent and to make changes in responsibilities or work at any time during the Contract term. All duties assigned by the Board shall be appropriate to and consistent with state law, Board policy, and the professional role and responsibility of the Superintendent.

4.2 Standard:

Except as otherwise permitted by this Contract, the Superintendent agrees to devote his full time and energy to the performance of his duties. The Superintendent shall perform his duties with reasonable care, skill, and diligence. The Superintendent shall comply with all lawful Board directives, state and federal laws and rules, Board policy, and regulations as they exist or may hereafter be amended.

4.3 Outside Consultant Activities.

The Superintendent may serve as a consultant or undertake speaking engagements, writing, teaching or other professional duties and obligations outside the District (referred to collectively herein as "Consulting Services") that do not conflict or interfere with the Superintendent's professional responsibilities to the District only upon advanced approval from the Board. The Superintendent may accept a reimbursement of expenses for such Consulting Services at no expense to the District. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be consistent with state and federal law.

5. Compensation

The District shall pay the Superintendent an annual salary as follows:

5.1 Salary:

The District shall provide the Superintendent with an annual base salary in the sum of TWO HUNDRED TWENTY-EIGHT THOUSAND AND NO/100 DOLLARS (\$228,000.00) per year for the 2026 contract year. The annual base salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

Beginning with the next contract year following 2026, and for each remaining year of the five (5) year Contract term, the Superintendent's annual base salary shall automatically increase by a fixed historical Consumer Price Index ("CPI") factor of 2.568%, applied annually on a compounded basis to the immediately preceding year's base salary.

Except as otherwise required by law or by mutual written agreement of the Parties, in no event shall the Superintendent be paid less than the base salary applicable to the immediately preceding contract year.

(a) Widespread Salary Reduction. If the Board implements a widespread salary reduction under Texas Education Code section 21.4032, the Superintendent's annual salary shall be reduced by the percent or fraction of a percent that is equal to the average percent or fraction of a percent by which teachers' salaries have been reduced.

(b) Furlough. If the Board implements a furlough under Texas Education Code section 21.4021, the Superintendent shall be furloughed for the same number of days as others contract personnel and the Superintendent's salary shall be reduced in proportion to the number of furlough days.

5.2 Benefits:

In addition to the benefits expressly set forth herein, the District shall provide other benefits to the Superintendent as provided to District employees by state law and Board policies including, without limitation, any stipends/bonuses/incentives provided to other administrative employees of the District. The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase such other benefits, at the Board's sole discretion.

5.3 Vacation, Holiday, and Personal Leave:

The Superintendent may take, at the Superintendent's choice, the greater of ten (10) days of vacation annually or the same number of days of vacation authorized by policies adopted by the Board for administrative employees on twelve-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 or times as will not substantially interfere with the performance of the Superintendent's duties as set forth in this Contract. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The Superintendent is hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve-month contracts.

5.4 Professional Growth:

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 at and participation in appropriate professional meetings at the local, regional, state, and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in 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 for the District. 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 seminars, courses, or meetings. The District does hereby agree to provide in the District's budget during the term of this Contract for the benefit of the Superintendent, a professional development budget per contract year to be used for registration, travel, meals, lodging, and other related expenses. The District shall pay the Superintendent's membership dues to the Texas Association of School Administrators, as well as three other memberships necessary to maintain and improve the Superintendent's professional skills. The District may pay for other memberships necessary to maintain and improve the Superintendent's professional skills, subject to Board approval and the District's budget. The District shall bear the reasonable cost and expense for such attendance and membership.

5.5 Expenses:

The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for out of district travel. Such actual or incidental costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

5.6 Technology:

The District shall provide a laptop, a mobile telephone, and a hot spot which the Superintendent may use at the office and away from the office. Additionally, the District shall provide a computer set up for the Superintendent's home office to support school-related, after normal business hours work. The use of these devices shall comply with the law and District policy, including any applicable technology use agreements. Unless otherwise provided by District policy, personal use is permitted, provided that such personal use is legal and does not interfere with the use of equipment for business purposes. All equipment remains the property of the District. The Superintendent shall maintain a personal account for mobile telephone service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of such personal account and the District shall have no obligation or responsibility related to said mobile telephone account. The Superintendent understands that information stored in his/her cell phone, computer or other device is subject to public disclosure if such information is related to the public business of the School District or to his/her duties as Superintendent. Notwithstanding the location of personal data on the cell phone, computer or other device, whether such device is owned by the District or Superintendent, the parties agree that any personal or private information of the Superintendent contained on such devices shall be

deemed private and the Superintendent's sole property; provided it shall be the responsibility of the Superintendent to assert, and to bear any costs of asserting, privacy or other confidentiality privileges or rights as to any such data or information. Personal use of District's technology resources shall be in accordance with District policy.

5.7 Texas Teacher Retirement System Supplemental Salary.

For performance of Superintendent duties, the District shall supplement the Superintendent's salary by an amount equal to the Superintendent's portion of the member contribution to the Texas Teacher Retirement System ("TRS") during the Term of this Contract, including any extensions thereof, **based on the applicable TRS member contribution rates in effect for each contract year.** This supplement shall include both the retirement and TRS-Care portions of the TRS member contribution, as applicable; **provided, however, that the District's obligation to supplement the TRS member contribution shall not exceed a member contribution rate of ten percent (10%) of creditable compensation.** This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll installments and shall be reported by the District as "creditable compensation" for TRS purposes, to the extent permitted by TRS.

5.8 Supplemental Retirement Plan.

Annually during the term of this Contract, the District shall add to the Salary of the Superintendent an amount equal to the lesser of:

- (a) forty percent (40%) of the annual maximum voluntary contribution allowable under Section 402(g) of the Internal Revenue Code ("Code") for combined participation in a 403(b) and 457(b) Plan, determined at the beginning of the Contract year, as indexed, including the age 50 catch-up, if applicable; or
- (b) eight and four-tenths percent (8.4%) of the Superintendent's base annual salary (the "Additional Salary").

One-twelfth (1/12) of the Additional Salary shall be paid as a monthly salary deferral contribution, at the election of the Superintendent, to a plan established by the District under Section 403(b) and/or Section 457(b) of the Code. In the event the Superintendent executes a salary deferral agreement in accordance with the requirements of Sections 403(b) and/or 457(b) of the Code in at least the amount of the Additional Salary, the Additional Salary shall be paid as a salary deferral contribution ("Salary Deferral Contribution").

Under and pursuant to applicable Internal Revenue Service rules, the Superintendent shall have the option to elect to receive the Additional Salary in cash rather than as a Salary Deferral Contribution. All such Salary Deferral Contributions contemplated herein shall be paid to a plan that is (i) established by the District under Section 403(b) and/or Section 457(b) of the Code; and (ii) available to all TRS members employed by the District. Such plans shall include investments as allowed under Sections 403(b), 403(b)(7), and/or 457(b) of the Code, respectively, and the investments for the Superintendent's accounts shall be solely at his discretion.

The Superintendent shall always be one hundred percent (100%) vested in his/her account under the 403(b) and/or 457(b) Plan. The Salary Deferral Contributions contemplated herein shall be treated as salary deferrals under the Code and shall be reported as “creditable compensation” by the District for purposes of the Teacher Retirement System of Texas to the maximum extent permitted by law, statute, rule, and administrative guidance. No payments under this Section shall be made after the Superintendent’s employment terminates.

5.9 Longevity Pay.

The Superintendent shall be eligible for annual longevity pay equal to five percent (5%) of the Superintendent's then-current base salary ("Longevity Pay"). For each year of completed service, the longevity pay shall increase by one-half percent (0.5%) up to seven percent (7%).

The District shall make this contribution to the Supplemental Retirement Plan on or before January 31st of each year, beginning January 31, 2027.

The contribution to the Supplemental Retirement Plan and earnings thereon shall become vested according to the schedule listed below.

<u>Date</u>	<u>Vested Percentage</u>
Prior to January 1, 2027	0%
January 1, 2027	20%
January 1, 2028	40%
January 1, 2029	60%
January 1, 2030	80%
January 1, 2031	100%

The Supplemental Retirement Plan (the “Plan”) shall be a plan established under Section 403(b) of the Internal Revenue Code (the "Code"). The Plan shall be established as a 403(b) employer-paid plan with non-discretionary contributions by the District and the Superintendent shall have no right to receive such contributions in cash. The Plan shall each be established under a written plan document that meets the requirements of the Code, and such document is incorporated herein by reference. This contract is terminated for any reason other than retirement, the Superintendent resigns to accept a Superintendent’s position at another District, or for cause as outlined in the Texas Education Code, then all non-vested funds in the Plan shall immediately become 100% vested with the Superintendent and all future contributions shall be made as allowable under the IRS code for the plan year and/or including the post-employment 403(b) allowances. The funds for the Plan shall each be invested as determined solely by the Superintendent in such investment vehicles as are allowable under the Code for the applicable type of plan.

5.10 Retention / Incentive Bonus Pay.

Each contract year that the Superintendent receives an overall proficient (or better) evaluation, the Superintendent shall receive annual retention/incentive bonus contributions to the District's 403(b) Supplemental Retirement Plan referenced in Paragraph 5.9, equal to five percent (5%) of the Superintendent's then-current base salary ("Retention Bonus"). Each contribution shall vest under the same schedule as Paragraph 5.9 Longevity Pay.

5.11 Savings and Coordination.

All compensation, supplements, and benefits under this Section 5 are subject to applicable state and federal law, including TRS and Internal Revenue Service requirements. If any component is determined to be impermissible or non-creditable, the provision shall be administered prospectively in a lawful manner without invalidating the remainder of this Contract.

6. 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. Additionally, the Superintendent may be placed on administrative leave with pay at any time the Board determines that placement on leave would be in the District's best interest.

7. Termination and Nonrenewal of Contract.

7.1 Extension/Nonrenewal.

Extension and/or nonrenewal shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable law.

7.2 Termination.

7.2.1 Mutual Agreement.

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

7.2.2 Retirement or Death.

This Contract shall be terminated upon the retirement or death of the Superintendent.

7.2.3 Dismissal for Good Cause.

The Board may dismiss the Superintendent during the term of the Contract for "good cause" in accordance with the Texas Education Code, sections 21.211 and 21.212 (d), Board Policy, and any reason constituting "good cause" under Texas law.

7.2.4 Termination Procedure.

If the Board proposes to suspend the Superintendent without pay or terminate this Contract for "good cause," the Superintendent shall be afforded all the rights as set forth in the Board's policies and state and federal law.

7.2.5 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 year. The Superintendent may resign with the consent of the Board at any other time.

7.2.6 Effect of Resignation on Compensation.

Subject to section 7.2.5, if the Superintendent should leave the District to take a position as a Superintendent at another district, the Superintendent's entitlement to compensation and benefits shall be limited to amounts earned and vested through the effective date of resignation, except as otherwise expressly required by law. All unvested Longevity Pay and unvested Retention Bonus amounts shall be forfeited, and any unvested Longevity Pay previously paid shall be repaid in accordance with Section 5.9. No supplemental salary, retirement contribution, longevity pay, or retention/incentive bonus shall accrue or be payable after the date of resignation.

8. Indemnification.

To the extent it may be permitted to do 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 Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal 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), 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 the 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 that the Superintendent committed a criminal act, official misconduct, 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 the 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 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 8 shall survive the termination of this Contract.

9. 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 for the term set forth herein 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 in Nueces County, Texas. If litigation is brought in federal court, the Parties agree that venue shall be in Nueces County, Texas.

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.

10. 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, or by electronic mail.

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, or electronic mail, to the Board President and Vice President's addresses of record, as provided to the District.

11. Employment.

11.1 Reassignment.

The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

11.2 Board Meetings.

The Superintendent shall attend all meetings of the Board, both public and closed, except for those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal, or when the Superintendent is requested to leave the closed session at the request of the Board President. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings. Further, the Superintendent shall provide recommendation(s) and/or information as to each of the items of business considered at each meeting as needed or requested by the Board.

11.3 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 action, 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 resolution procedure as established by Board policies.

12. Annual Performance Goals.

12.1 Development of Goals.

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 biannually 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 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 measurable, to the extent feasible. The Board agrees to work with and support the Superintendent in achieving the District Goals.

13. Review of Performance.

13.1 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.

13.2 Confidentiality.

Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall, at all times, be conducted in executive 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.

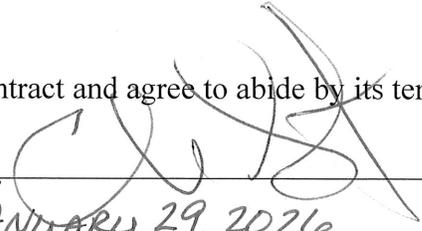
13.3 Evaluation Format and Procedures.

The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law. If the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. 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 within thirty (30) days of receipt of the written evaluation from the board. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file.

14. Authority.

The Board of Trustees have been authorized to execute this Contract on behalf of the District by action of a majority of a quorum of the Trustees present at a properly called and posted meeting on January 29, 2026.

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

Superintendent: 

Date signed: JANUARY 29, 2026

Flour Bluff Independent School District

By: 

President, Board of Trustees

Date signed:  JANUARY 29, 2026