

GRAND PRAIRIE ISD

School FIRST

Financial Integrity Rating System of Texas

2020 Financial Management Report
For Fiscal Year
2019-2020

**CREATE.
EMPOWER.
LEAD.**

School FIRST
2019-2020 Financial Integrity Rating System of Texas
Grand Prairie ISD
for Fiscal Year 2018-2019

School FIRST requires a comparison of reporting year (2019-20) to prior year (2018-19) and State Expected Results.
Reporting year 2019-20 has 15 indicators. Grand Prairie ISD achieved a score of 92 points and received the rating of "A = Superior" Rating.

Legend:

State Expected Result
2019-20 School FIRST Results
2018-19 School FIRST Results

2018-19 Ind.	2019-20 Ind.	State Indicator	Indicator Background	State Expected Result	GPISD 2019-2020 Result	GPISD 2018-2019 Result
1.	1.	Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively? Additional Information: <i>GPISD's Fiscal Year end date is August 31; therefore, the January 28 deadline is applicable. The Annual Financial Report was approved by the Board of Trustees on January 16, 2020, and electronically submitted to the Texas Education Agency on January 27, 2020.</i>	A simple indicator. Was your Annual Financial Report filed by the deadline?	Yes	Yes	Yes
2.A	2.A	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there is an unmodified opinion.) Additional Information: <i>Weaver & Tidwell, the District's independent auditors, issued an unmodified opinion for Fiscal Year Ending August 31, 2020.</i>	A "modified" version of the auditor's opinion in your annual audit report means that you need to correct some of your reporting or financial controls. A district's goal, therefore, is to receive an "unmodified opinion" on its Annual Financial Report. This is a simple "Yes" or "No" indicator.	Yes	Yes	Yes
2.B	2.B	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness.) Additional Information: <i>Weaver & Tidwell, the District's independent auditors, reported no material weaknesses for Fiscal Year Ending August 31, 2020.</i>	A clean audit of your Annual Financial Report would state your district has no material weaknesses in internal controls. Any internal control weaknesses create a risk of your District not being able to properly account for its use of public funds, and should be immediately addressed. This is a simple "Yes" or "No" indicator.	Yes	Yes	Yes

3.	3.	<p>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</p> <p>Additional Information: GPISD has never defaulted on any of its debt obligations.</p>	This indicator seeks to make certain that your district has timely paid all bills/obligations, including financing arrangements to pay for school construction, school buses, etc.	Yes	Yes	Yes
4.	4.	<p>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?</p> <p>Additional Information: GPISD fulfilled its obligations to all government agencies in a timely manner.</p>	This indicator seeks to make sure the district fulfilled its obligation to the TRS, TWC, and IRS to transfer payroll withholdings and to fulfill any additional payroll-related obligations required to be paid by the district.	Yes	Yes	Yes
5.	5.	<p>Was the total unrestricted net position balance (Net of the accretion of interest for capital appreciation bonds) in the governmental activities column in the Statement of Net Position greater than zero? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.)</p> <p>Additional Information: This Indicator is not being scored this year.</p>	This indicator simply asks, "Did the district's total assets exceed the total amount of liabilities (according to the very first financial statement in the annual audit report)?"	This indicator is not being scored	This indicator is not being scored	This indicator is not being scored
6.	6.	<p>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisitions and construction)?</p> <p>Additional Information: GPISD had 124 days of cash on hand at the end of the fiscal year ending 8/31/2020 which exceeds the 90 day requirement.</p>	This indicator measures how long in days after the end of the fiscal year, the school district could have disbursed funds for its operating expenditures without receiving any new revenues. Did you meet or exceed the target amount in School FIRST?	10 points max	10	10

7.	7.	<p>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?</p> <p>Additional Information: GPISD's ratio is 2.0525.</p>	<p>This indicator measures whether the school district had sufficient short-term assets at the end of the fiscal year to pay off its short-term liabilities. Did you meet or exceed the target amount in School FIRST?</p>	10 points max	6	4
8.	8.	<p>Was the ratio of long term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.)</p> <p>Additional Information: GPISD's long-term liabilities to total asset ratio was below the School FIRST cap. GPISD's ratio is .7663 .</p>	<p>This indicator is asking if you were you below the cap for this ratio in School FIRST.</p>	10 points max	6	4
9.	9.	<p>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?</p> <p>Additional Information: GPISD had 124 days of cash on hand which meets the 60 day requirement option.</p>	<p>This indicator simply asks, "Did you spend more than you earned?" (the school district will automatically pass this indicator, if the school district had at least 60 days cash on hand.</p>	10 points max	10	10
10.	10.	<p>Was the debt service coverage ratio sufficient to meet the required debt service?</p> <p>Additional Information: GPISD had a 1.5841 debt service coverage ratio which exceeds the 1.2 requirement.</p>	<p>This indicator asks about the school district's ability to make debt principal and interest payments that will become due during the year. Did you meet or exceed the target amount in School FIRST?</p>	10 points max	10	10
11.	11.	<p>Was the school district's administrative cost ratio equal to or less than the threshold ratio?</p> <p>Additional Information: GPISD's Admin Cost Ratio at fiscal year end was .0722 .</p>	<p>This indicator measures the percentage of their budget that Texas school districts spent on administration. Did you exceed the cap in School FIRST for districts your size?</p>	10 points max	10	10

12.	12.	<p>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the school district will automatically pass this indicator.)</p> <p>Additional Information: GPISD adjusts staffing according to enrollment changes.</p>	<p>If the school district had a decline in students over 3 school years, this indicator asks if the school district decreased the number of the staff on the payroll in proportion to the decline in students. (The school district automatically passes this indicator if there was no decline in students.)</p>	10 points max	10	10
13.	13.	<p>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?</p> <p>Additional Information: GPISD's percent of differences did not exceed the School FIRST cap. GPISD's variance is less than 3%.</p>	<p>This indicator measures the quality of data reported to PEIMS and in your Annual Financial Report to make certain that the data reported in each case "matches up". If the difference in numbers reported in any fund type is 3 percent or more, your district "fails" this measure.</p>	10 points max	10	10
14.	14.	<p>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material as noncompliance.)</p> <p>Additional Information: Weaver & Tidwell, the District's independent auditors, indicated GPISD had no material weaknesses in internal controls for Fiscal Year Ending August 2020.</p>	<p>A clean audit of your Annual Financial Report would state that your district has no material weaknesses in internal controls. Any internal weaknesses create a risk of your District not being able to properly account for its use of public funds, and should be immediately addressed.</p>	10 points max	10	10
15.	15.	<p>Did the school district not receive an adjusted repayment schedule for more than one fiscal year for an over allocation of Foundation School Program (FSP) funds as a result of a financial hardship?</p> <p>Additional Information: GPISD did not receive an adjusted repayment schedule for more than 1 year.</p>	<p>This indicator asks if the district had to ask for an easy payment plan to return monies to TEA after spending the overpayment from the Foundation School Program state aid.</p>	10 points max	10	10
		Total Score		100	92	88

TEXAS ADMINISTRATIVE CODE CHAPTER 109.AA.1001(q)

Disclosure (3)(B)(ii)

Grand Prairie ISD

EXPENDITURES PAID ON BEHALF OF OR REIMBURSEMENTS RECEIVED BY SUPERINTENDENT AND BOARD MEMBERS
FISCAL YEAR 2019-2020

The summary schedule reports all expenditures paid by the District, either reimbursed to or paid on behalf of, the Superintendent and each board member. This includes transactions on the District's credit card(s), checks, or any other similar instrument to cover expenses incurred by the Superintendent and each board member. The summary schedule must separately report reimbursements for meals, lodging, transportation, motor fuel, and other items. The summary of total reimbursements should not include reimbursements for supplies and materials that were purchased for the operation of the District or allowances paid as part of the Superintendent's contract.

		Board of Trustees											TOTAL
Ellis		Terry Brooks	Gloria Carrillo	David Espinosa	Burke Hall	Katrina Jones	Aaron King	Chester McCrary	Steve Pryor	John Stewart	Emily Liles	Bryan Parra	
Meals	\$ 44.70		\$ 26.37	\$ 112.83			\$ 39.11						\$ 223.01
Lodging	1,334.12		502.37	602.15									2,438.64
Transportation	435.60		392.80	583.63	1,138.83			29.06					2,579.92
Motor Fuel	9.56												9.56
Other		425.00	555.00	585.00			651.55	425.00	22.80		650.00		3,314.35
TOTAL	\$ 1,823.98	\$ 425.00	\$ 1,476.54	\$ 1,883.61	\$ 1,138.83	\$ -	\$ 690.66	\$ 454.06	\$ 22.80	\$ -	\$ 650.00	\$ -	\$ 8,565.48

NOTE: All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash and purchase order are to be reported. Items to be reported per category include:

Meals - Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings)

Lodging - Hotel charges

Transportation - Airfare, car rental (can include fuel on rental), taxis, mileage reimbursements, leased cars, parking and tolls.

Motor Fuel - Gasoline or Diesel

Other - Registrations fees, telephone/cell phone service, internet service, fax machine, and all other reimbursements (or on-behalf of) to the Superintendent and board members not defined above.

TEXAS ADMINISTRATIVE CODE, CHAPTER 109.AA.1001(q)

Disclosure (3)(B)(iii)

Grand Prairie ISD

Compensation / Fees Received by Superintendent for Consulting And / Or Other Services

Fiscal Year 2019-2020

Summary schedule for the fiscal year of the dollar amount of compensation and/or fees received by the superintendent from another school district or any other outside entity in exchange for professional consulting and/or other personal services. The schedule shall separately report the amount received from each entity.

Linda Ellis, Superintendent of Grand Prairie ISD, received no compensation for consulting and/or other services during fiscal year 2019-2020.

TEXAS ADMINISTRATIVE CODE, CHAPTER 109.AA.1001(q)
Disclosures (3)(B)(iv)
Grand Prairie ISD
Gifts with Economic Value of \$250 or More in the Aggregate
Fiscal Year 2019-2020

A summary schedule for the fiscal year of the dollar amount of gifts that had an economic value of \$250 or more received by the executive officers and board members. This reporting requirement applies only to gifts received by the school district's executive officers and board members (and their immediate family as described by Government Code, Chapter 573, Subchapter B, Relationships by Consanguinity or by Affinity) from an outside entity that received payments from the school district in the prior fiscal year and gifts from competing vendors that were not awarded contracts in the prior fiscal year. This reporting requirement does not apply to reimbursements by an outside entity for travel-related expenses when the purpose of the travel is to investigate matters directly related to an executive officer's or board member's duties or to investigate matters relating to attendance of education-related conferences and seminars with the primary purpose of providing continuing education (this exclusion does not apply to trips for entertainment purposes or pleasure trips). This reporting requirement excludes an individual gift or series of gifts from a single entity that had a total economic value of less than \$250 per executive officer or board member.

Linda Ellis, Superintendent of Grand Prairie ISD, received no gifts that had an economic value of \$250 or more in the aggregate during the fiscal year 2019-2020.

No Grand Prairie ISD Board Member (including their immediate family as described in Govt Code, Chapter 573, Subchapter B) received a gift with an economic value of \$250 or more in the aggregate during fiscal year 2019-2020.

TEXAS ADMINISTRATIVE CODE, CHAPTER 109.AA.1001(q)
Disclosures (3)(B)(v)
Grand Prairie ISD
Business Transactions Between School District and Board Member
Fiscal Year 2019-2020

A summary schedule for the fiscal year of the dollar mount received by board members for the total amount of business transactions with the School District. This reporting requirement is not to duplicate the items disclosed in the summary of reimbursements received by board members.

No Grand Prairie ISD Board Member received compensation as a means of a business transaction in the 2019-2020 fiscal year.

GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT

SUPERINTENDENT'S EMPLOYMENT CONTRACT

2020 - 2024

LINDA ELLIS

THIS AGREEMENT is by and between the Board of Trustees (the "Board") of the Grand Prairie Independent School District (the "District") and LINDA ELLIS (the "Superintendent") (this "Contract").

WITNESSETH:

For and in consideration of the terms hereinafter established and pursuant to Section 11.201 (b) of the Texas Education Code ("Code"), the Board and the Superintendent do hereby agree as follows:

I. TERM

- 1.1 Employment. The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District. This Contract was approved by the Board at a called meeting on May 26, 2020. Superintendent's employment as Superintendent under this Contract shall be through June 30, 2024. The Board hereby expressly waives any policy, including but not limited to BJC (LOCAL), concerning the length of the term of this Contract. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by 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 contract term.

II. EMPLOYMENT

- 2.1 Duties. The Superintendent is the education leader and chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed by law, in the job description for the Superintendent, and as may be assigned by the Board. The Superintendent shall comply with all Board directives, state and federal law, district policy, rules, and regulations as they 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.
- 2.2 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 Texas Education Agency and all other certificates required by law or a valid waiver of same. If holding the

position pursuant to a waiver, the Superintendent must be making meaningful progress towards obtaining a valid superintendent certificate. The Superintendent must report to the Board monthly the progress made toward obtaining a certificate.

- 2.3 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without her express 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 the Superintendent's Contract or evaluation; the appointment, evaluation, duties, or discipline of or complaints or charges against individual Board members; or any other closed session item to which the Board feels that the Superintendent's attendance is not necessary.
- 2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer all criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and inform the Board of the results of such efforts.
- 2.6 Outside Compensation. The Superintendent may engage in teaching, writing, speaking, and other engagements with third parties outside the District for additional compensation to the Superintendent, upon prior notice to the Board of Trustees, when the engagement does not present an actual or potential conflict of interest with the District or interfere with the Superintendent's performance of her duties to the District.
- 2.7 Indemnification. The District shall defend, hold harmless and indemnify the Superintendent regarding any claims, demands, duties, actions or other legal proceedings against the Superintendent for any act or failure to act involving the exercise of judgment and discretion within the normal course and scope of the Superintendent's duties as Superintendent of the District, to the extent and to the limit permitted by law. This paragraph does not apply if the Superintendent is found to have acted with gross negligence or with intent to violate a person's clearly established legal rights, or to have engaged in criminal conduct. The District may, at its sole discretion, fulfill its obligation under this paragraph by purchasing appropriate insurance coverage for the benefit of the Superintendent. No individual member of the Board shall be personally liable for indemnifying or defending the Superintendent under this paragraph. The District's obligation to indemnify, defend and hold the Superintendent harmless under this paragraph survives the termination of this Contract, so that any claim, suit, etc., filed after termination of this contract but applicable to a time the Superintendent was employed by the District, will be covered by this section.
- 2.8 Representations. As represented during the superintendent search process, the Superintendent reaffirms the following representations:
 - 2.8.1 The Superintendent represents that she has disclosed to the Board, in writing, any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent for a felony or an offense involving moral turpitude. The

Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition of this Contract.

- 2.8.2 The Superintendent agrees that, during the term of any Contract with the District, she will notify the Board, in writing, of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent for a felony or an offense involving moral turpitude. The Superintendent agrees to provide such notification within seven calendar days, or any shorter period specified in policy of the Board.
- 2.8.3 The Superintendent represents that any required records or information provided in her resume and other materials submitted by the Superintendent to the Board in support of her consideration for the position of Superintendent are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the resume and supporting materials may be grounds for termination or nonrenewal, as applicable.

III. COMPENSATION AND BENEFITS

- 3.1 Salary. The District shall provide the Superintendent with an annual salary, the amount of which shall be approved in the annual budget. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies for her service for each year. The Superintendent's annual salary under this Contract shall be \$264,500.00 effective May 26, 2020.
 - 3.1.1 For each point the District's numerical grade under the current state accountability system the grade increases to a maximum of a score of 90, the Superintendent shall receive a bonus of \$8,500.00 per point over the course of her tenure. From year to year, the Superintendent will not receive a bonus for points already obtained.
- 3.2 Salary Adjustments. At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent as permitted by law, but in no event shall the Superintendent be paid less than the salary paid to the Superintendent for the previous twelve (12) months prior to any such adjustment in salary, except by the mutual agreement of the parties hereto. Such adjustments, if any, shall be in the form of a written addendum to this Contract or a new contract.
 - 3.2.1 Upon completion of the requirements for obtaining a superintendent's certificate, the Superintendent shall receive an automatic increase in pay to \$280,000.00 beginning on the pay day following receipt of the certificate.
- 3.3 Expenses. The District shall pay or reimburse the Superintendent, in accordance with applicable Board policies or otherwise with prior approval of the Board, for reasonable actual expenses incurred by the Superintendent, including expenses for out-of-town travel,

in the continuing performance of her duties under this Contract.

- 3.4 Insurance. The District shall make available to the Superintendent and her family, if eligible and insurable, group health, hospitalization, vision, and dental coverages available to other employees of the District.
- 3.5 Allowances. The District shall pay the Superintendent, for travel within the District, in addition to her salary, an automobile allowance in such amount as the Board approves in the annual budget, but in no event shall the Superintendent be provided an automobile allowance in an amount less than the Superintendent was provided over the previous twelve (12) months. The travel allowance under this Contract shall be Eight Hundred Dollars (\$800.00) per month.
- 3.6 Vacation. Superintendent shall be entitled to twenty ("20") days of vacation leave, with no more than 10 taken consecutively, and in accordance with current District operating policy applicable to other administrators, to be used within the Superintendent's discretion as long as such use does not interfere with the carrying out of her duties and obligations as Superintendent of the District. The Superintendent may accumulate accrued vacation days for periods in excess of that provided in operating policy upon request and approval by the Board.
- 3.7 Professional Growth. The Superintendent shall devote her 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 her 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 her 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 her to attend such seminars, courses or meetings, with notice to and approval of the Board. The District does hereby agree to provide in the District's budget during the term of the Contract for the benefit of the Superintendent, a professional development budget to be used for registration, travel, meals, lodging, and other related education expenses. The District shall pay the Superintendent's membership dues to the Texas Association of School Administrators and the American Association of School Administrators, as well as other memberships, with the Board's approval, as necessary to maintain and improve the Superintendent's professional skills.
- 3.8 Civic Activities. The Superintendent is encouraged to participate in community and civic affairs. The reasonable actual dues expense of such activities, subject to Board approval, shall be borne by the District.

- 3.9 Computer. The District shall provide the Superintendent use of a laptop computer for the Superintendent's professional and personal use.

IV. ANNUAL PERFORMANCE GOALS

- 4.1 Development of Goals. The Superintendent shall submit to the Board each year, for the Board's consideration and adoption, a preliminary list of goals for the District. The final annual goals approved by the Board shall at all times be reduced to writing and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated.

V. REVIEW OF PERFORMANCE

- 5.1 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 evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in paragraph 2.1.
- 5.2 Confidentiality. 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 instrument with their respective legal counsel.
- 5.3 Evaluation Format and Procedure. The evaluation instrument, format and procedure shall be in accordance with the Board's policies and state and federal law. In the event the Board deems that the evaluation instrument, format and/or procedure is to be modified, such modification must be adopted at least one (1) year prior to its implementation.

VI. RENEWAL OR NONRENEWAL OF EMPLOYMENT CONTRACT

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

VII. TERMINATION OF EMPLOYMENT CONTRACT

- 7.1 Mutual Agreement. This contract may be terminated by the mutual agreement of the Superintendent and the Board, upon such terms and conditions as may be mutually agreed upon.
- 7.2 Retirement or Death. This contract shall be terminated upon the retirement or death of the Superintendent.

- 7.3 Dismissal for Good Cause. Pursuant to Section 21.212(d) of the Texas Education Code, the Board may dismiss the Superintendent at any time for good cause as determined by the Board.
- 7.4 Termination Procedure. In the event the Board terminates this Contract during the term for good cause, the Superintendent shall be afforded all the rights set forth in the Board's policies and state and federal law.

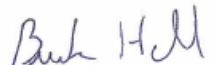
VIII. MISCELLANEOUS

- 8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas and performable in Dallas County, Texas.
- 8.2 Complete Agreement. This contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement or as expressly provided herein.
- 8.3 Conflicts. In the event of any conflict between the terms, conditions, and provisions of this Employment Contract 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 Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.
- 8.4 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 provision thereof, and this contract 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 have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

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EXECUTED this 26th day of May 2020.

GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT



Burke Hall, President

Date _____



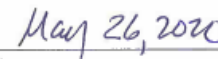
Gloria Carrillo, Secretary

SUPERINTENDENT

Date _____



Linda Ellis



Date May 26, 2020