



*(Exempt Position)*  
**CONTRACT OFFER**  
*(June 27<sup>th</sup>, 2019)*

Dear *Kellie Ragland*,

Casa Gracia and Casa Gracia NC hereby agrees to employ the Employee and the Employee agrees to perform duties as assigned by the COO of Casa Gracia and Casa Gracia NC for the 2019/20 school year commencing.

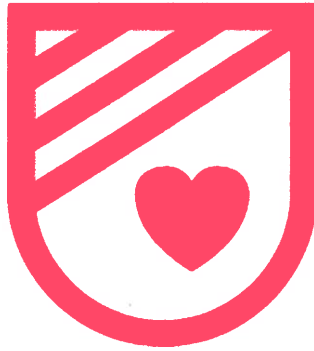
The bi-weekly salary for this position will total \$127,751.90 for the 2019/20 school year. You will work as the COO for both Casa Gracia and Casa Gracia NC for the coming school year. Your start date will be effective immediately and *Andrew Benscoter*, CEO of Casa Gracia and Casa Gracia NC, will be your immediate supervisor. The CEO will review and may increase the set salary based upon enrollment increases. Yearly performance goals will be set by start of the 2019/20 school year. These outlined goals will be the basis of performance review and the opportunity to earn \$5,000 in incentive pay. Performance incentive will be distributed by end of 2019/20 budget year.

The Board has duly authorized the CEO to execute this agreement on a yearly basis.

As an employee, you are required to comply with all applicable laws and policies and procedures, including those in the Employee Handbook.

Not with standing anything else in this agreement, CEO may immediately terminate the employee's employment, for cause, under this agreement without prior notice if at any time if the employee engages in any conduct deemed by CEO, in their sole discretion, to be detrimental to the ministry, reputation, operations, or activities of the organizations. The term "cause" shall mean, but is not be limited to, any of the following as determined by the CEO:

- Employee is unwilling or unable to perform his or her duties (except as provided by applicable laws and regulations related to disabilities or medical leave);
- Employee commits any act of fraud or dishonesty;
- Employee engages in any criminal conduct;
- Employee engages in any form of gross misconduct or sexual misconduct
- Employee engages in insubordination;
- Employee engages in any conduct deemed by the Superintendent, in its sole discretion, to be detrimental to its ministry, reputation, operations, or activities;



- Employee breaches any of the covenants set forth in this Agreement; and
- The Employee commits any act or engages in any conduct deemed to constitute cause for termination under Texas law.

Upon termination of employment, the Employee's right to all further compensation under this Agreement shall cease, except that the Employee will be entitled to receive his or her salary computed on a pro rata basis for the period ending on the last day of employment. Any benefits end on the last day of employment unless otherwise required by law.

The organization reserves the right to relieve Employee of his or her duties without prior notice and without cause, and pay the remainder of compensation due under this Agreement

We are excited to welcome you back to Casa Gracia and Casa Gracia NC and hope you continue to find enjoy and fulfillment.

Please indicate your acceptance by signing and dating a copy of this letter and returning it to your immediate supervisor.

Sincerely,

Dr. Andrew Bencoter  
CEO of Casa Gracia  
&  
Casa Gracia NC

<b>Accepted:</b>	
<u>Kellie Ragland</u>	<u>7.30.19</u>
Employee Signature	Date
<u>Kellie Ragland</u>	
Full Printed Name	