



(Exempt Position)
CONTRACT SUMMARY OFFER
(June 30th, 2023)

Dear Keely Reynolds,

The following outlines the compensation structure for the upcoming 2023/24 school year. Please note the below compensation structure is designed to encourage enrollment growth during a critical period for Trinity Charter Schools the long-term ability to fulfill the mission of “Educating and Empowering Students to Transform and Reclaim Their Lives.” The following contract reflects this compensation schedule.

2023/24 and the following School years

- Compensation of 125K
- 15K performance stipend
 - Distribution in June 2024 based upon performance against agreed-upon 2023/24 performance goals, with completion of goals being 3/31/2024
 - The following formula would be used for the distribution of the 15K bonus (average score of 3 = 5K, average score of 4 = 10K, and average score of 5 = 15K)
- Cost of Living Adjustment will be considered yearly
- 25K Bonus for enrollment growth (which can be distributed throughout the school year)
 - \$6,250 performance stipend earned with Reclaim Academy reaching an enrollment of 200 census during the FY23/24 year.
 - An additional \$6,250 performance stipend earned with Reclaim Academy reaching an enrollment of 400 census during the FY23/24 year.
 - An additional \$12,500 performance stipend earned with Reclaim Academy reaching an enrollment of 1,000 census during the FY23/24 year.
- TCs will cover executive development costs through a mutually agreed upon program between the CEO and Superintendent.

Sincerely,

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



(Exempt Position)
CONTRACT OFFER
(June 30th, 2023)

Dear Keely Reynolds,

Casa Gracia and Casa Gracia NC hereby agree to employ the Employee and the Employee agrees to perform duties as assigned by the Superintendent of Casa Gracia and Casa Gracia NC for the 2024/25 school year commencing.

The bi-weekly salary for this position will total \$125,000 for the 2023/24 school year. You will work as the Superintendent for both Casa Gracia and Casa Gracia NC for the coming school year. Your start date will be effective immediately, and Andrew Bencoter, CEO of Casa Gracia and Casa Gracia NC, will be your immediate supervisor. The CEO will review and may increase the set salary based on enrollment increases. Yearly performance goals will be set by the 2023/24 school year. These goals will be the basis of the performance review and the opportunity to earn \$40,000 in incentive pay (outlined within the Contract Summary Offer). Performance incentives will be distributed by the end of the 2023/24 budget year. Trinity Charter School values continuing education / professional development. Thus, an allotment has been designated for your professional development during the 2023/24 school year. The CEO must agree upon the programs/coursework which qualifies for this allotment.

The Board has duly authorized the CEO to execute this agreement every year.

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

Notwithstanding anything else in this agreement, the CEO may immediately terminate the employee's employment, for cause, under this agreement without prior notice if at any time the employee engages in any conduct deemed by the 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 outlined in this Agreement; and

- The Employee commits any act or engages in any conduct that constitutes 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 the Employee of his or her duties without prior notice and 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 enjoyment 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 Benscoter
CEO of Casa Gracia
&
Casa Gracia NC

Accepted:



6/2/23

Employee Signature

Date

Keely A Reynolds

Full Printed Name