

**SUPERINTENDENT EMPLOYMENT CONTRACT BETWEEN**

**NORTHCIDE INDEPENDENT SCHOOL DISTRICT**

**AND  
DR. JOHN CRAFT**

This Employment Contract (CRAFT) was entered into on 12/1/00 between Northside Independent School District and Dr. John Craft.

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

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 District.

Board policies.

**3. PROFESSIONAL ACTIVITIES AND ORGANIZATIONS**

sum to the Superintendent any accrued but unused vacation, up to a maximum of ten (10) days annually, at the Superintendent's daily rate of pay as of the payment date. The daily rate shall be

competent jurisdiction (i) to have acted with gross negligence or malice; (ii) to have acted with the intent to violate a person's clearly established legal rights; or (iii) to have engaged in criminal conduct.

authorized by the Board, the District shall advance the attorney's fees, expenses

(8) The provisions of this Section 8A shall survive the termination of this Contract.

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provides coverage for the Superintendent as set forth in the policy, and this policy or one with similar coverage will be kept in full force and effect. The District's obligations under this Section 8(B) of the Contract shall continue after termination of this Contract for a sufficient time to meet its obligations under section 8(A) for qualifying acts or failures to act occurring during the term of

For performance of Superintendent duties, the District shall supplement the

contribution to the Texas Teacher Retirement System ("TRS") during the Term of this Contract, including any extensions thereof. This supplement shall include both the retirement and TRS-Care parts of the TRS member contribution, as applicable but shall not be limited by Internal Revenue Code (IRC) §401(a)(17)(A). In other words, for purposes of calculating the amount of supplemental salary under this section, the supplemental salary shall be calculated as if the Superintendent entered the TRS System prior to September 1, 1996. This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll

IN WITNESS WHEREOF, the Board has caused this Contract to be approved on its behalf.