

## INTERIM SUPERINTENDENT LETTER AGREEMENT

December 7, 2023

Dr. James Largent

Thank you for your agreement to serve as the Interim Superintendent of the Abilene ISD ("District"). The Abilene ISD Board of Trustees took action at a regular board meeting on December 11, 2023 to offer you the Interim position under the following terms:

1. You will provide services as the Interim Superintendent to the District;
2. Your compensation will be \$1,200 per day;
3. The District will pay your expenses for mileage and lodging during the term you serve as Interim. Furthermore, the District will provide expenses for all work-related activities, or provide a school owned vehicle;
4. You will serve as Interim by being present in the District fulltime or on an "As Needed Basis";
5. You will keep the Board reasonably informed when you will be absent from the District on District business or personal business;
6. You are a retiree under the Texas Teacher Retirement System ("TRS") and as such: (a) your employment with the District will be reported to TRS, and you agree to cooperate with the District in the completion of any and all reports attributable to your retire/rehire status; (b) you are responsible for investigating and understanding the impact on your TRS annuity and other benefits as a result of your employment with the District; and (c) you will not hold the District accountable for any loss of retirement annuity or other benefits due to your employment with the District;
7. The District shall pay the pension surcharge amount required by law to TRS. You hereby waive participation in the District's group health plan;
8. The District is not responsible for the payment of costs or premiums related to optional insurance coverage other than payment of the TRS health insurance surcharge as provided herein, and you are responsible for obtaining your own health insurance benefits. The District will pay to TRS the TRS Care surcharge incurred due to hiring a retiree, currently \$535.00 per month;
9. Your service will begin on or about January 1, 2024 but your daily rate plus expenses will be paid for your days in the District on December 11, 2023 and December 12, 2023;
10. Your service will continue until the District employs a new superintendent, or may be terminated by the mutual agreement of the Interim Superintendent or the Board, upon 14 days written notice to either party;
11. You will assist the Board in its search for a permanent superintendent to any extent requested by the Board or its attorney at no additional charge to the District; and
12. Your employment with the District is on an at-will basis.

If the above terms are satisfactory to you, please sign in the space provided below and return the original to the District.

Sincerely,

Daryl Zeller

AGREED:

  
President of the Board

12-11-23  
Date

  
Dr. James Largent

12-11-23  
Date