



MEMORANDUM

TO: Frances Berrones-Johnson
TPHS-Superintendent/CEO

FROM: Samantha Gonzales
TPHS-Director of Human Resources & Risk Management

RE: **Notice of Personnel Action Regarding Continued Employment and Compensation**

EFFECTIVE DATE: November 12, 2022

Total Memo Pages: (1)

This is to confirm information provided to you by the Board of Directors at their November 12, 2022 Charter Holder Board meeting regarding your continued employment with Student Alternatives Program, Inc., d.b.a. Triumph Public High Schools and compensation. Please read this document carefully for correctness and accuracy.

Type of Personnel Action: Notice of Continued Employment and Compensation for the 2022 - 2023 School Year	Position Title: Superintendent/Chief Executive Officer
Reports to: Student Alternatives Program, Inc., d.b.a. Triumph Public High Schools Charter Holder Board of Directors	TRS Status: TRS Employee
Employment Terms: Full-Time, Exempt	Primary Site: Corporate Office, San Antonio, Texas
Effective Date: September 1, 2022	Superintendent Salary: \$143,053.46 for the 2022-2023 School Year
	Number of Duty Days Per School Year: 226

If you agree with the terms and conditions herein, please sign at the bottom and return the original signed document and keep a copy for your own records and future reference. Feel free to contact me if you have any questions or need any clarifications.

Frances Berrones-Johnson
Signature

Frances Berrones-Johnson
Print Name