



**MEMORANDUM**

**TO:** Frances Berrones-Johnson  
TPHS-Superintendent/CEO

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

**RE: Notice of Personnel Action Regarding Employment**

**EFFECTIVE DATE:** August 1, 2023

Total Memo Pages: (1)

This is to confirm information provided to you regarding your continued employment with Student Alternatives Program, Inc., d.b.a. Triumph Public High Schools for the 2023-2024 school year subject to board revision and approval. Please read this document carefully for correctness and accuracy.

Type of Personnel Action: Notice of Continued Employment for the 2032 - 2024 School Year	Position Title: Superintendent/Chief Executive Officer
Effective Date: August 1, 2023	Primary Site: Corporate Office, San Antonio, Texas
Employment Terms: Full-Time, Exempt	Salary: \$147,346.09 per year
Funding Source: 100% Regular ADA	Number of Duty Days Per School Year: 226
Reports to: Student Alternatives Program, Inc., d.b.a. Triumph Public High Schools/Charter Holder Board of Directors	TRS Status: TRS Employee

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