



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, 2025

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 2025-2026 school year subject to board revision and approval. Please read this document carefully for correctness and accuracy.

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|---|---|
| Type of Personnel Action: Notice of Continued Employment for the 2025-2026 School Year | Position Title: TPHS Superintendent/SAPI Chief Executive Officer |
| Effective Date: August 1, 2025 | Primary Site: Corporate Office, San Antonio, Texas |
| Employment Terms: Full-Time, Exempt | TPHS Salary: \$153,297.80 per year SAPI Salary: \$34,234.30 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






Memo Regarding S.CEO Employment 08.01.2025.docx (3)

Final Audit Report

2025-12-02

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