



**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, 2024

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 2024-2025 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 2024 - 2025 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: \$150,293.01 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 08.01.2024.docx

Final Audit Report

2024-10-30

Created:	2024-10-30
By:	Samantha Gonzales (samantha.gonzales@triumphpublicschools.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAwUI6oWJw-sWy5TtDli1rJWPQ4AXc8NOQ

## "Memo Regarding S.CEO Employment 08.01.2024.docx" History

-  Document created by Samantha Gonzales (samantha.gonzales@triumphpublicschools.org)  
2024-10-30 - 2:38:31 PM GMT
-  Document emailed to Frances Johnson (frances.johnson@triumphpublicschools.org) for signature  
2024-10-30 - 2:38:47 PM GMT
-  Email viewed by Frances Johnson (frances.johnson@triumphpublicschools.org)  
2024-10-30 - 4:38:09 PM GMT
-  Document e-signed by Frances Johnson (frances.johnson@triumphpublicschools.org)  
Signature Date: 2024-10-30 - 4:38:38 PM GMT - Time Source: server
-  Agreement completed.  
2024-10-30 - 4:38:38 PM GMT