



MEMORANDUM

TO: Frances Berrones-Johnson
TPHS-Superintendent/CEO

FROM: Samantha Gonzales
TPHS-HR, Risks, and Communications Officer

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

EFFECTIVE DATE: August 1, 2026

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 2026-2027 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 2026-2027 School Year	Position Title: TPHS Superintendent/SAPI Leadership Mentor
Effective Date: August 1, 2026	Primary Site: Corporate Office, San Antonio, Texas
Employment Terms: Full-Time, Exempt	TPHS Salary: \$158,923.76 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

08.01.2026.docx

Final Audit Report

2026-09-09

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