



July 21, 2026

Salvador Cavazos
P.O. Box 202793
Austin, TX 78720

Dear Dr. Cavazos:

On behalf of Valere Public Schools, I am pleased to offer you the position of Superintendent for Valere Public Schools beginning on August 1, 2026 and ending on July 31, 2027. In this position, your base annual compensation will be \$285,887, plus a non-TRS taxable business allowance stipend that will cover the medical insurance premiums you enroll in to cover yourself and your family, along with a net retention stipend in the amount of \$20,000 a month. There is a requirement of 240-workdays. This position is considered an exempt position for purposes of federal wage-hour law, which means that you will not be eligible for overtime pay for hours worked more than 40 in each work week.

In addition to your compensation, you will be eligible to receive the benefits which are offered to all Valere Public Schools' full-time employees. These benefits are described in the employee guidebook that can be found online or provided to you by your supervisor.

This offer of employment, if not previously accepted by you, will expire seven days from the date of this letter. If you need additional time for consideration of the offer, please contact me within the seven-day timeframe to make arrangements. If you wish to accept the offer, please sign in the place provided below and return via email to Tash Kluck at tkluck@eaprep.org within the prescribed time.

We look forward to having you continue working with Valere Public Schools. However, we recognize that you retain the option, as the organization does, of ending your employment with the organization at any time, with or without notice and with or without cause. As such, your employment with the organization is at will and neither this letter nor any other oral or written representations may be considered a contract for any specific period of time.

The offer described above is contingent upon the result of your reference/background checks. In addition, you may be required to complete a successful drug screening test. Your signature also affirms that you have received and reviewed your job description and that you are aware of and can perform the duties and responsibilities required for this position. It is agreed and understood, as a condition of employment, that all required program training will be successfully completed before employment begins.

Should you have any questions related to this offer, please do not hesitate to contact me.

Sincerely,

Mr. James Farfaglia
Board President

Offer Acceptance

I agree to the terms of the employment set forth above.

Signature

Date

7/26/2026