

SECOND ADDENDUM TO SUPERINTENDENT'S EMPLOYMENT CONTRACT

The MATHIS INDEPENDENT SCHOOL DISTRICT (the "District") and TIM N. NORMAN, (the "Superintendent") hereby enter into this Addendum to the Superintendent's Employment Contract ("Superintendent's Contract") originally entered into on February 15, 2022, as follows:

1. Paragraph 1.1 of the Superintendent's Contract shall be amended to reflect a one-year extension to the Superintendent's contract, and the following shall replace Paragraph 1.1:

1.1 Term. The Board, by and on behalf of the District, does hereby agree to employ the Superintendent, and the Superintendent agrees to serve, as the Superintendent of the District, for a term beginning on July 1, 2023, and ending on June 30, 2026. The Board may, with consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

2. Paragraph 5.1 of the Superintendent's Contract shall be amended to reflect a three percent raise to the Superintendent's salary, and the following shall replace Paragraph 5.1:

5.1 Salary. In determining the Superintendent's daily rate, Superintendent's compensation shall be based on a 215-day administrator contract. The District shall pay the Superintendent an annual salary in the sum of One Hundred Thirty-Nine Thousand Fifty Dollars (\$139,050.00) per each twelve (12) month period, and all compensation shall be payable in installments of one-twelfth (1/12) of the total annual salary on the last work day of each month for the Superintendent's services rendered during the preceding month or in accordance with the schedule of salary payments in effect for other certified employees, at the option of the Superintendent. Subject to and without waiving any Constitutional and/or other challenges by the Superintendent, the Superintendent acknowledges that the District may have certain rights pursuant to Education Code Sections 21.4021 regarding a widespread salary reduction and/or 21.4032 regarding furlough.

Upon execution by the parties, the effective date of this addendum shall be May 4, 2023. All other provisions of the Superintendent's Employment Contract shall remain the same, unless modified by the School Board of Trustees and the Superintendent by Board action and in writing.

**MATHIS INDEPENDENT
SCHOOL DISTRICT**

By: Melinda Barajas
Melinda Barajas
President, Board of Trustees

Date: 5/16/2023

SUPERINTENDENT

By: Tim N. Norman
Tim N. Norman
Superintendent

Date: 5/16/23

ATTEST:

By: Dr. Moises Alfaro
Dr. Moises Alfaro
Board Secretary

Date: 5/16/23