

SUPERINTENDENT'S CONTRACT ADDENDUM

It is hereby agreed by and between the Mason City School District Board of Education, hereinafter called the "Board," and Jonathan Cooper, hereinafter called the "Superintendent," that in consideration of the mutual promises hereinafter set forth, the contract of employment between them as adopted by the Board on June 22, 2021, is amended effective July 8, 2025, as follows:

1. Section 5, Compensation, is amended as follows:

a. To replace the second paragraph with:

In addition to the base salary, the Board shall pay for a tax-sheltered annuity policy, after-tax retirement policy, health savings account investment, qualified tuition plan and/or any other investment option(s) mutually agreed upon by the Board and Superintendent in an amount equal to twenty-five percent (25%) of the Superintendent's base salary.

b. To include the following paragraph after the third paragraph:

If the STRS "pick-up" is no longer allowed by the Internal Revenue Code, the STRS, the Ohio Revised Code or the State Attorney General, the Board shall add to the Superintendent's salary the amount of the employee contribution previously picked up, including all retirement contributions on the "picked-up" amount, and such additional amounts due for the tax consequences resulting from this change. In the event the prohibition contemplated by this paragraph becomes effective during the term of this Agreement, such amount added to compensation shall be excluded in the calculation of "base salary" for purposes of the annuity calculation, retention incentive, and per diem calculations set forth in this section.

c. To replace the July 2026 annuity payment of \$10,000 with an annuity payment of 5% of the base annual salary for 2025-2026.

2. New Paragraph 19 is added, as follows:

19. Technology Allowance

The Board shall pay Superintendent a fixed monthly allowance of one hundred dollars (\$100.00) to help defray costs incurred by Superintendent in procuring, using, and maintaining a mobile telephone and/or other technology for use in connection with his official duties. Any mobile communications devices and/or equipment acquired by the Superintendent shall remain his personal property at all times, and Superintendent shall be responsible for all costs incurred in the use and maintenance of same. The Superintendent shall not be required to provide documentation as to usage or costs.

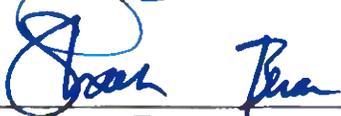
3. This Addendum applies to the Superintendent's contract for the length of the contract. The parties agree that this Addendum does not extend the length of any contract and this Addendum shall not create an expectancy of continued employment for the Superintendent.

Dated this 8th day of July, 2025.

Mason City School District Board of Education

By  _____
President, Board of Education

By  _____
Jonathan Cooper, Superintendent

By  _____
Shaun Bevan, Treasurer