

**ADDENDUM TO THE SUPERINTENDENT'S  
EMPLOYMENT CONTRACT**

The CLINT INDEPENDENT SCHOOL DISTRICT (the "District") and DR. JUAN I. MARTINEZ, (the "Superintendent") hereby enter into this Addendum to the Superintendent's Employment Contract ("Superintendent's Contract") entered on July 1, 2013, and as subsequently restated, as follows:

1. Paragraph 1.1 of the Superintendent's Contract shall be amended, and the following shall replace Paragraph 1.1:
  - 1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent with an initial term of August 1, 2013 and ending on July 31, 2016. By subsequent Board actions, this Contract has been extended through successive amendments. The current term of this Contract shall commence on August 1, 2025 and shall continue in effect until July 31, 2030.
  
2. Paragraph 5.1 of the Superintendent's Contract shall be amended, and the following shall replace Paragraph 5.1:
  - 5.1 In determining the Superintendent's daily rate, Superintendent's compensation shall be based on a 226-day administrator contract. The District shall pay the Superintendent an annual salary in the sum of TWO HUNDRED EIGHTY-SIX THOUSAND, THREE HUNDRED FORTY DOLLARS AND SIXTY CENTS (\$286,340.60) 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.
  
3. Paragraph 5.3 of the Superintendent's Contract shall be amended, and the following shall replace Paragraph 5.3:
  - 5.3 Vacation and Personal Leave. The Superintendent may take, at the Superintendent's choice, subject to notice to the Board, twenty (20) days of vacation per year, which may be used in a single period or at different times. The Superintendent may, at his option, during each calendar school year, elect to be paid for all unused vacation days. Payment shall be made as salary, without deduction, and in a lump sum to the Superintendent at the Superintendent's then current daily rate of pay, with the daily rate being calculated on a 226-day work year. The vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts, and in the absence of such policies, the Superintendent shall observe the same legal holidays as authorized and set forth by the Board annually in connection with the Board's adoption of the District's annual calendar. The Superintendent is hereby granted the same personal leave benefits as authorized by Board Policy DEC (legal)

and (local), and/or such other Board policy or policies as may be adopted by the Board from time to time.

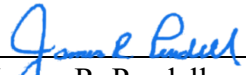
The Superintendent shall not take more than three (3) consecutive personal leave days during the school year unless the Superintendent obtains, with reasonable advance notice, the Board President's written approval. The Superintendent shall inform Board President of his designee. If, at the end of any school year, the Superintendent has accrued unused personal leave, he may request payment for such accrued benefits based upon a ratio of the then current annual salary rate (at the daily rate of the Superintendent's base salary) divided by 226 days, and the District shall make payment as salary, to a maximum of twenty (20) days for the 2020-2021 school year, twenty-five (25) days for the 2021-2022 school year, and thirty (30) days for the remainder of the Contract term.

4. Paragraph 5.6 of the Superintendent's Contract, titled "Cell Phone", shall be deleted in its entirety.
5. Except as provided in this Addendum, all terms used in this Addendum that are not otherwise defined shall have their respective meanings ascribed to such terms in the Superintendent Contract.
6. This Addendum embodies the entire agreement between the District and Superintendent with respect to the amendment of the Superintendent Contract. In the event of any conflict or inconsistency between the provisions of the Superintendent Contract and this Addendum, the provisions of this Addendum shall control and govern.
7. Except as specifically modified and amended herein, all of the terms, provisions, requirements and specifications contained in the Superintendent Contract remain in full force and effect. Except as otherwise expressly provided herein, the parties do not intend to, and the execution of this Addendum shall not, in any manner impair the Superintendent Contract. The purpose of this Addendum being simply to amend and ratify the Superintendent Contract and to confirm and carry forward the Superintendent Contract, as hereby amended, in full force and effect.
8. This Addendum shall be construed and governed by the laws of the State of Texas.
9. This Addendum shall become effective upon the mutual execution and delivery of this agreement by all parties hereto ("Effective Date").

IN WITNESS THEREOF, the District and Superintendent have executed and delivered this Addendum effective of the Effective Date.


[Signature Page Follows]

**CLINT INDEPENDENT  
SCHOOL DISTRICT**

By:   
James R. Pendell  
Board President

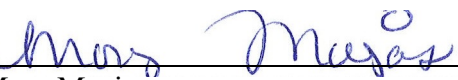
Date: 11.18.2025

**SUPERINTENDENT OF SCHOOLS**

By:   
Dr. Juan I. Martinez  
Superintendent of Schools

Date: 11.18.2025

**ATTEST:**

By:   
Mary Macias  
2<sup>nd</sup> Vice President

Date: 11.18.2025