

**MODIFICATION TO AN EXISTING TERM  
OF THE SUPERINTENDENT’S EMPLOYMENT CONTRACT**

**THIS FIRST MODIFICATION TO THE SUPERINTENDENT’S EMPLOYMENT CONTRACT** is made and entered into on this the 9<sup>th</sup> day of December 2025 by and between the Board of Trustees (the “Board”) of Fort Worth Independent School District (the “District”) and Dr. Karen C. Molinar (the “Superintendent”).

**WHEREAS**, the District and the Superintendent entered into the Superintendent’s Employment Contract (the “Contract”) by action of a majority of a quorum of the Board present at a properly called and posted meeting on March 11, 2025; and

**WHEREAS**, the District and Superintendent desire to remove and replace Section 3.13 of the Contract;

**NOW, THEREFORE**, the Superintendent’s contract is modified to remove the previous Section 3.13 from said contract and to replace it with the following Section, as follows:

**3.13 Contracted Compensation Under Long-Term Service Incentive:** As part of the Superintendent’s annual compensation for services performed during the Contract year, and in fulfillment of the original Contract provision establishing a long-term service incentive as a component of the Superintendent’s compensation plan, the District shall pay to the Superintendent a total net amount of One Hundred Thousand and No/100 Dollars (\$100,000.00) during the Superintendent’s current Contract term. This amount constitutes contracted compensation earned through continued service and is treated as salary and wages under the Superintendent’s compensation plan. The parties intend that the Superintendent will receive this net amount through semi-monthly payments, except for a one-time lump-sum payment described below, and that the total net amount will be divided across the term of the Contract as follows:

1. **First year:** Thirty-Three Thousand Three Hundred Thirty-Four and No/100 Dollars  
(\$33,334.00)
2. **Second year:** Thirty-Three Thousand Three Hundred Thirty-Three and No/100 Dollars  
(\$33,333.00)
3. **Third year:** Thirty-Three Thousand Three Hundred Thirty-Three and No/100 Dollars  
(\$33,333.00)

In order to ensure that the Superintendent receives these net amounts, the District shall gross up each semi-monthly payment to account for required federal income tax and Medicare tax withholding. For purposes of this calculation, the District shall use thirty-two percent (32%) to cover federal income taxes and Medicare tax.

**3.13.1 Payment Adjustment for Services Rendered:** The District shall make a one-time payment to the Superintendent to compensate her for her services from the period from March 11, 2025, through December 9, 2025. This catch-up payment shall be reported by the District as “creditable compensation” for Texas Teacher Retirement System (“TRS”) purposes to the extent permitted by TRS.

**3.13.2 Payments Thereafter:** The remaining amounts for each year shall be paid in equal semi-monthly installments for the duration of the Contract term, or until the Superintendent’s service as Superintendent ends, whichever occurs first. These payments shall be reported by the District as “creditable compensation” for TRS purposes to the extent permitted by TRS.

**3.13.3 Texas Teacher Retirement System Member Contribution Supplement:**  
In addition to paying the net amounts described above, the District shall supplement the Superintendent’s salary by an amount equal to the Superintendent’s portion of the TRS member

contribution associated with these payments, including both the retirement and TRS-Care Fund components, as applicable. This supplement shall be paid in regular semi-monthly payroll installments and shall be reported as “creditable compensation” to the extent permitted by TRS.

**3.13.4 Final Payment:** If the Superintendent’s employment ends before the expiration of the Contract term, the final payment shall be prorated based on the period from the last semi-monthly payment to the date of separation, and all provisions above shall apply to that prorated amount.

*[signatures to follow]*

FORT WORTH INDEPENDENT SCHOOL DISTRICT

By: R Martinez Date: 12/10/2025

Roxanne Martinez, President  
Board of Trustees  
7060 Camp Bowie Blvd.  
Fort Worth, TX 76116

ATTEST:

By: Anael Luebanos Date: 12/10/2025

Anael Luebanos, Secretary  
Board of Trustees

By: Karen C. Molinar Date: 12/10/2025

Dr. Karen C. Molinar, Superintendent  
7060 Camp Bowie Blvd.  
Fort Worth, TX 76116