

**SANTA MARIA INDEPENDENT SCHOOL DISTRICT
2025 AMENDMENT TO SUPERINTENDENT'S
EMPLOYMENT CONTRACT**

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF CAMERON §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Original Contract") was executed on July 15, 2024, by and between the Board of Trustees ("Board") of the Santa Maria Independent School District ("District") and Dr. Joseph Villarreal ("Superintendent").

This Amendment to the Superintendent's Employment Contract ("Amendment 2025") modifies and supplements the terms and conditions set forth in the Original Contract. Together, the Original Contract and this Amendment 2025 are collectively referred to as the "Contract." The Original Contract is attached as Exhibit A.

On October 9, 2025, at a duly called meeting of the Board of Trustees, the Board of Trustees voted to authorize Board President (Javier E. Jimenez) to execute this Amendment to the Contract.

WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms set forth herein and pursuant to Section 11.201(b) and Chapter 21, Subchapter E of the Texas Education Code, hereby agree as follows.

I. AMENDMENT

The following amendments are incorporated into existing clauses of the Contract:

1. Section 2. Term:

~~2.1 The Board, by and on behalf of the District, hereby employs the Superintendent, and the Superintendent hereby accepts such employment, for a term commencing on July 15th, 2024 and ending on June 30, 2027 ("Contract Term").~~

2.1 The Board, by and on behalf of the District, hereby employs the Superintendent, and the Superintendent hereby accepts such employment, for a term commencing on July 15th, 2024 and ending on June 30, 2028 ("Contract Term").

2. Section VI. Compensation & Benefits:

~~6.1 Annual Base Salary. SMISD shall pay the Superintendent an annual base salary of one hundred fifty thousand and no/100 dollars (\$150,000.00) during the Contract Term. The District shall pay the Superintendent's annual base salary in equal monthly installments according to its standard payroll practices. The Board may, in its discretion, review and adjust the salary of the Superintendent, during the term of this Contract, but in no event shall the Superintendent be paid less than the annual base salary set forth in this paragraph, except by mutual written agreement of the parties. Any adjustments to the Superintendent's Annual Base Salary or other Contract provision~~

~~made during the Contract Term shall be made by lawful Board action and shall be in the form of a written amendment to this Contract, or a new contract.~~

6.1 Annual Base Salary. SMISD shall pay the Superintendent an annual base salary of one hundred fifty thousand and no/100 dollars (\$151,500.00) during the Contract Term. The District shall pay the Superintendent's annual base salary in equal monthly installments according to its standard payroll practices. The Board may, in its discretion, review and adjust the salary of the Superintendent, during the term of this Contract, but in no event shall the Superintendent be paid less than the annual base salary set forth in this paragraph, except by mutual written agreement of the parties. Any adjustments to the Superintendent's Annual Base Salary or other Contract provision made during the Contract Term shall be made by lawful Board action and shall be in the form of a written amendment to this Contract, or a new contract.

The following amendments are incorporated as new clauses of the Contract:

3. Section VI. Compensation & Benefits:

6.11 Vacation Days. The Superintendent is hereby granted ten (10) vacation days per fiscal year, in addition to all state and local leave days otherwise available under District policy or this contract. Vacation days may be taken in whole or partial days at times selected by the Superintendent, provided such use does not materially interfere with the performance of his duties. Any unused vacation days remaining before the end of the fiscal year may be cashed out without further Board action. Payment for unused vacation days shall be made at the Superintendent's daily rate, calculated by dividing the Superintendent's annual base salary at the time of payment by two hundred twenty-six (226). Payment shall be made through the District's regular payroll procedures.

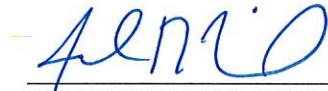
SIGNATURE PAGE TO FOLLOW

I have read this Contract and agree to abide by its terms and conditions:

SANTA MARIA INDEPENDENT SCHOOL DISTRICT



JAVIER E. JIMENEZ, President
Board of Trustees



DR. JOSEPH VILLARREAL, Superintendent