FIRST AMENDMENT TO SUPERINTENDENT CONTRACT

Fabens Independent School District – Dr. Rogelio Segovia

This First Amendment to Superintendent Contract ("Amendment") is made and entered into by and between the Board of Trustees ("Board") of Fabens Independent School District ("District") and Dr. Rogelio Segovia ("Superintendent").

I. RECITALS

WHEREAS, the Board and Superintendent entered into a written Superintendent Contract dated November 21, 2024 ("Contract"); and

WHEREAS, the Board, in lawful meeting on March 25, 2026, approved amendments to the Contract;

NOW, THEREFORE, the parties agree to amend the Contract as follows:

II. AMENDMENTS

1. Term

Section ___ (Term) of the Contract is amended to provide that the term of the Contract shall now expire on March 2, 2031. The previous expiration date of June 30, 2028, is hereby superseded. The Contract shall terminate on March 2, 2031, unless terminated earlier in accordance with its terms or applicable law.

2. Compensation

Section ___ (Compensation) of the Contract is amended as follows:

Effective March 25, 2026, the Superintendent's annual base salary shall be $153,200, payable in equal monthly installments consistent with District payroll practices and subject to all required deductions.

This amount includes the previously provided in-county travel allowance of $2,000 annually and the communication allowance of $100 per month ($1,200 annually). Separate provisions providing for these allowances are hereby deleted and shall have no further force or effect.

III. RATIFICATION

Except as expressly amended herein, all other terms and provisions of the Contract remain in full force and effect and are hereby ratified and confirmed.

IV. EFFECTIVE DATE

This Amendment is effective March 25, 2026, upon approval by majority vote of the Board of Trustees in lawful meeting and execution by the parties.

BOARD APPROVED: 03/25/2026
SIGNATURES ON FILE