FIRST ADDENDUM TO SUPERINTENDENT'S EMPLOYMENT CONTRACT

The MATHIS INDEPENDENT SCHOOL DISTRICT (the "District") and Todd White, (the "Superintendent") hereby enter into this Addendum to the Superintendent's Employment Contract ("Superintendent's Contract") originally entered into on November 4, 2024, as follows:

1. Paragraph 1.1 of the Superintendent's Contract shall be amended to reflect a one-year extension to the Superintendent's contract, and the following shall replace Paragraph 1.1:

   1.1 **Term.** The Board, by and on behalf of the District, does hereby agree to employ the Superintendent, and the Superintendent agrees to serve, as the Superintendent of the District, for a term beginning on November 4, 2025, and ending on June 30, 2030. The Board may, with consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

2. Paragraph 5.1 of the Superintendent's Contract shall be amended to reflect a three percent raise to the Superintendent's salary, and the following shall replace Paragraph 5.1:

   5.1 **Salary.** In determining the Superintendent's daily rate, Superintendent's compensation shall be based on a 215-day administrator contract. The District shall pay the Superintendent an annual salary in the sum of One Hundred Sixty-Three Thousand Two Hundred Dollars ($163,200.00) 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. Subject to and without waiving any Constitutional and/or other challenges by the Superintendent, the Superintendent acknowledges that the District may have certain rights pursuant to Education Code Sections 21.4021 regarding a widespread salary reduction and/or 21.4032 regarding furlough.

3. Paragraph 5.14, shall be added to the Superintendent's Contract, as follows:

   5.14 **2026-2027 TRS Salary Supplement.** For performance of Superintendent duties, the District shall provide the Superintendent with a one-time salary supplement during the 2026–2027 school year in the amount of Four Thousand Dollars ($4,000.00). The salary supplement shall be paid in regular monthly payroll installments, beginning with the first payroll of the 2026–2027 school year and concluding with the final payroll of that school year. This supplement is intended to be applied toward the Superintendent's contributions to the TRS and, to the extent permitted by TRS, shall be reported by the District as creditable compensation for TRS purposes.

All other provisions of the Superintendent's Employment Contract shall remain the same, unless modified by the School Board of Trustees and the Superintendent by Board action and in writing.

MATHIS INDEPENDENT SCHOOL DISTRICT

By: Melinda Barajas

Melinda Barajas
President, Board of Trustees

SUPERINTENDENT

By: _____

Todd White
Superintendent

APPROVED
APR 09 2026

Date: 4/9/2024

Date: 4/9/2024

ATTEST:

By: _____

Rick Cortez
Board Secretary

Date: 4/9/2024