

FIRST AMENDMENT TO SUPERINTENDENT'S CONTRACT

THIS FIRST AMENDMENT TO SUPERINTENDENT'S CONTRACT is attached to the Superintendent's Contract dated the ____th day of August 2026, by and between the **SCHOOL TOWN OF MUNSTER, MUNSTER, INDIANA** ("The Board") and **DR. MATTHEW HICKS** ("Superintendent") collectively known as "the Parties."

WITNESS:

WHEREAS, the Board, pursuant to Indiana law, acts on behalf of the School Town of Munster, and is authorized by Indiana law to employ a superintendent, and the Board did on July 28, 2025, employ Dr. Matthew Hicks as Superintendent of the School Town of Munster pursuant to written agreement ("Contract");

WHEREAS, the Board and Superintendent now desire to amend the Contract and, therefore, based upon the mutual promises, covenants, and considerations contained in the Contract, and this Amendment to the Contract, the Board and Superintendent agree as follows:

Paragraph 1 shall now read as follows:

1. Term

The term of this Contract shall be for a period of thirty-six (36) months, commencing on the 2nd day of August, 2025 and terminating on August 2, 2028. Unless the Superintendent is given a Notice of Termination of contract by the School Corporation on or before January 1, 2028 this contract shall automatically be extended to August __, 2033, or until such earlier time that the employment term is terminated as otherwise provided by Indiana Law.

Paragraph 5 shall now read as follows:

5. Compensation.

The School Corporation shall pay the Superintendent a Base Salary of **Two Hundred Twenty-Six Thousand Dollars** (\$226,00.00) ("Base Salary") for the Employment Term. Commencing with the employment year August __, 2026, the Superintendent's Base Salary shall be reviewed for each employment year of this Contract. Increases in such Base Salary, if any, shall be granted by the Board retroactive to the beginning of the employment year for which the increase is applicable and shall be based upon the annual evaluation of the Superintendent for that year and upon demonstrated achievement of the School Corporation, in areas including, but not limited to, student achievement, graduation rate, quality of primary and secondary education for students of diverse needs, district recognition, collaborative interaction with staff and community members and cost effective management of facility and new construction. Should Superintendent achieve either an "effective" or "highly effective" rating on his evaluation, he will receive, at a minimum, the same amount of raise as the other administrators.

Upon approval by the Board, any adjustment to the Superintendent's Base Salary shall constitute an amendment to this Contract and become a part thereof, but shall not be considered as a new contract or extension of the expiration date of this existing Contract.

Paragraph 6 shall be deleted in its entirety

Paragraph 7 shall be deleted in its entirety.

Paragraph 15 shall now read as follows:

15. Annuity.

During each year of employment under this Contract, the Board shall pay the Superintendent a maximum of ten percent per year of Superintendent's Base Salary (as articulated in Paragraph 5 of this Contract) for the Superintendent's purchase of a tax deferred annuity of the Superintendent's choice. By way of example, if Superintendent's Base Salary is **\$226,00.00**, Board shall pay Superintendent a maximum of **\$22,600.00** per year for the Superintendent's purchase of a tax deferred annuity of the Superintendent's choice.

The Parties further agree that all other terms, conditions and covenants of the Superintendent's Contract shall remain unaltered and in full force and effect except as expressly modified or supplemented in this document.

IN WITNESS WHEREOF, the Parties have executed this First Amendment to Superintendent's Contract this ____ day of _____, 2026.

SCHOOL TOWN OF MUNSTER
Lake County, Indiana

School Corporation:

President, Board of School Trustees

Member Board of School Trustees

Vice President, Board of School Trustees

Member, Board of School Trustees

Secretary, Board of School Trustees

Member, Board of School Trustees

SUPERINTENDENT:

Dr. Matthew Hicks