

FIRST AMENDMENT TO CONTRACT OF EMPLOYMENT - SUPERINTENDENT

STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF FORT BEND §

WHEREAS, the Katy Independent School District's Board of Trustees ("Board") met on May 15, 2017;

WHEREAS, at the meeting on May 15 2017, the District, pursuant to the Contract of Employment – Superintendent dated July 1, 2016 ("Contract"), offered Dr. Lance Hindt ("Superintendent") an amendment to his Contract;

WHEREAS, the Superintendent accepted the amendment to the Contract;

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201, Chapter 21 of the Texas Education Code, and Section 8.2 of the Contract, have agreed, and do hereby agree, as follows:

I.

Section 1.1 of the Contract of Employment – Superintendent executed on July 1, 2016 is amended as follows:

- 1.1 **Employment.** The Board, by and on behalf of the District, agrees to employ the Superintendent, and the Superintendent accepts employment as Superintendent of Schools for the District, for a term commencing on July 1, 2017, and ending on June 30, 2022. The term of this Agreement and any extension thereof, the Contract Year shall be from July 1st through the following June 30th.

Section 4.1 of the Contract of Employment – Superintendent executed on July 1, 2016 is amended as follows:

- 4.1 **Other Business Expenses.** The District shall provide the Superintendent with a vehicle allowance in the sum of ONE THOUSAND DOLLARS (\$1,000.00) per month. This vehicle may be used for business and personal purposes. The District agrees to pay the actual and reasonable costs incurred by the

Superintendent for travel outside of the Region 4 Education Service area ("Region 4 ESC"); such costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent shall provide the Board President with prior notice of any travel outside the Region 4 ESC area on District business. The Superintendent must comply with all procedures and documentation requirements in accordance with Board policies related to reimbursement of travel and business expenses.

Section 4.3 of the Contract of Employment – Superintendent executed on July 1, 2016 is amended as follows:

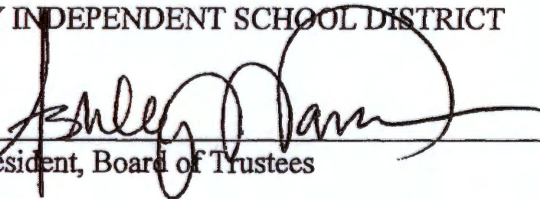
- 4.3 Vacations, Holidays, Sick Leave.** The Superintendent is entitled to the same number of days of state and local leave each year and shall observe the same legal holidays as authorized by Board policies for administrative employees on twelve-month contracts. On July 1st of each year during the term of this Agreement or any extension thereof, the Superintendent shall receive fifteen (15) days of vacation. The Superintendent may take leave for vacation in a single period or at different times, provided, however, that he must take any leave for vacation at such time or times as will least interfere with the performance of his duties as set forth in this Agreement and as otherwise required by Board policies. On June 30th of each year during the term of this Agreement or any extension thereof, the Superintendent may choose to surrender up to ten (10) days of accrued but unused vacation and receive a lump sum cash payment for such days for the ending Contract Year at his then current daily rate pay under Section 3.1 of this Agreement. The Superintendent may accrue state and local leave from year to year, up to a maximum of forty-five (45) accrued days. If this Agreement or any extension thereof is terminated by the Superintendent's retirement under Section 7.2 of this Agreement, the Superintendent shall receive a lump sum cash payment for up to forty-five (45) accrued but unused accumulated state and local leave at his then current daily rate pay under Section 3.1 of this Agreement.

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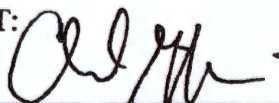
This Amendment is effective July 1, 2017, upon final execution of the signatures listed below.

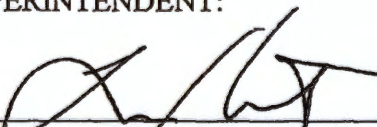
EXECUTED this 15 day of May 2017.

KATY INDEPENDENT SCHOOL DISTRICT

By: 

President, Board of Trustees

ATTEST: 
By: _____
Secretary, Board of Trustees

SUPERINTENDENT:
By: 

Dr. Lance Hindt