

FIRST AMENDMENT TO
SUPERINTENDENT'S EMPLOYMENT CONTRACT

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

WHEREAS, the Board of Trustees ("Board") of the Galveston Independent School District, met on August 3, 2022;

WHEREAS, at the meeting on August 3, 2022, the District, pursuant to Dr. Gibson's Superintendent's Employment Contract ("Contract"), offered an amendment to his Contract;

WHEREAS, Dr. Gibson accepted the amendment to the Contract;

NOW, THEREFORE, pursuant to the authority of § 11.201 of the Texas Education Code, the general laws of the state of Texas and Section 8.2 of the Contract, the Board and Dr. Gibson agree as follows:

I.

Subsection 1.1 of the Superintendent's Contract of Employment executed on January 6, 2021, is amended and revised as follows:

1.1 **Term.** The Board does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for at term commencing on February 1, 2021 and ending on July 31, 2025. The Board may, with the consent and approval of the Superintendent, extend the term of this Contract at any time during its term and as permitted by state law.

Subsection 3.1 of the Superintendent's Contract of Employment executed on January 6, 2021, is amended as follows:

3.1 **Salary.** Effective August 3, 2022, the District shall provide the Superintendent with an annual salary in the sum of Two Hundred and Forty-Seven Thousand four hundred fifty and No/100 Dollars (\$247,450). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

Subsection 3.7 of the Superintendent's Contract of Employment executed on January 6, 2021, is amended as follows:

3.7 Expenses. The Superintendent shall receive an automobile and cellular telephone allowance of three-hundred and No/Dollars (\$300.00) under this Contract. The Superintendent shall purchase and maintain in force appropriate liability insurance for his vehicle at all times during the term of this Contract or any extension thereof. The Superintendent shall be reimbursed for reasonable and necessary business travel in his vehicle outside of the District at the District's established mileage reimbursement rate. The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. Such actual or incidental 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 comply with all procedures and documentation requirements in accordance with Board policies and shall provide the Board with a monthly report of all such costs and expenses incurred during the preceding month.

Subsection 3.11 will be added to the Superintendent's Contract of Employment executed on January 6, 2021, as follows:

3.11 Supplemental Payment. For the 2022-2023 school year, the District shall provide the Superintendent with a one-time supplemental payment in an amount equal to 2.5% of his annual salary (\$6,186.25 total) made in two equal installments. The first installment will be paid in the first pay period of December 2022 and the second installment will be paid in the first pay period of June 2023. This additional salary supplement shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

EXECUTED by signatures below, and effective August 3, 2022.

BOARD OF TRUSTEES
GALVESTON INDEPENDENT SCHOOL
DISTRICT

By: _____
Mr. Anthony Brown
President, Board of Trustees

Date: _____

By: _____
Dr. Jerry Gibson
Superintendent of Schools

Date: _____