

SUPERINTENDENT CONTRACT
Amendment 2

The following shall be the Contract Agreement between the BOARD OF DIRECTORS OF PENDLETON SCHOOL DISTRICT NO. 16 R ("DISTRICT") AND KEVIN HEADINGS ("SUPERINTENDENT").

ARTICLE IV - Compensation

Salary for 2024-2025 will be \$165,750 and paid in twelve (12) equal installments. The salary for each subsequent year shall be that sum which is mutually agreed upon between the Superintendent and the Board but shall in no event be less than the first year of this agreement. The District shall also pay six percent (6%) of the annual salary to a tax-deferred annuity selected by Superintendent for the benefit of the Superintendent.

Any adjustment in salary made during the life of this contract shall be in the form of an amendment and shall become a part of the contract. It is provided, however, that by so doing it shall not be considered that the Board of Directors has entered into a new contract with the Superintendent nor that the termination date of the existing contract has been extended.

Board Chairman

Date

Superintendent

Date