

## FIRST AMENDMENT TO SUPERINTENDENT'S EMPLOYMENT CONTRACT

**THIS AGREEMENT** ("Agreement") is entered into by and between the **BOARD OF TRUSTEES** (the "Board") OF THE **GALVESTON INDEPENDENT SCHOOL DISTRICT** ( the "District"), and **MATTHEW NEIGHBORS**(the "Superintendent").

**WHEREAS**, the Board and the Superintendent entered into a Superintendent's Employment Contract with an effective date of June 28, 2023 (the "Employment Contract"), by which the Board agreed to employ the Superintendent and the Superintendent accepted employment by the Board pursuant to the terms set out therein; and

**WHEREAS**, the Board conducted its annual evaluation of the Superintendent in closed executive session at its Regular Meeting held on August 28, 2024; and

**WHEREAS**, the Board and the Superintendent have agreed to amend the Employment Contract as set forth herein.

**NOW, THEREFORE**, the Board and the Superintendent mutually agree as follows (any capitalized word not otherwise defined herein has the definition given to it in the Employment Contract):

1. Section 1.1 of the Employment Contract is deleted in its entirety, and is replaced with the following language:

**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 a term commencing on July 1, 2023 and ending on June 30, 2027. 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.

2. Section 3.1 of the Employment Contract is deleted in its entirety, and is replaced with the following language:

**3.1 Salary.** Prior to October 1, 2024, the District shall provide the Superintendent with an annual salary in the sum of Two Hundred Twenty-Five Thousand and No/100 Dollars (\$225,000.00). Beginning on October 1, 2024, the District shall provide the Superintendent with an annual salary in the sum of Two Hundred Thirty-One Thousand Five Hundred Twenty-Five and No/100 Dollars (\$231,525.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3. Except as herein amended, which amendments are effective as of the First Amendment Effective Date hereof, the terms of the Employment Contract remain in full force and effect and the terms thereof are hereby ratified and confirmed.

**IN WITNESS WHEREOF**, the parties have executed this Amendment effective as of September 18, 2024 (the "First Amendment Effective Date").

[Signatures follow on next page.]

GALVESTON INDEPENDENT SCHOOL  
DISTRICT

By: \_\_\_\_\_  
Anthony P. Brown  
President, Board of Trustees

ATTEST:

By: \_\_\_\_\_  
Shae Jobe  
Secretary, Board of Trustees

SUPERINTENDENT

By: \_\_\_\_\_  
Matthew Neighbors