

2016 ADDENDUM TO 2015 SUPERINTENDENT'S CONTRACT

RECITALS

The parties to this 2016 Addendum To 2015 Superintendent's Contract are WEST ORANGE-COVE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT ("District"), an independent school district, and Rickie R. Harris, Superintendent of the District, ("Superintendent").

This Addendum was authorized on January 14, 2016, by resolution, approved by the District's Board of Trustees, and is made to the contract that became effective on March 30, 2015, between the District and the Superintendent. The contract and this present addendum are hereafter referred to as the "Contract".

ADDENDUM

- A. The District and the Superintendent agree that the term of the Superintendent's Contract is extended one year so that it will expire March 29, 2019, and that paragraph 1. of the Contract is amended to read as follows:
- B. The District, in consideration of the promises of the Superintendent herein contained, hereby employs, and the Superintendent hereby accepts employment as Superintendent of Schools for the period beginning March 30, 2015, and ending March 29, 2019.
- C. It is further agreed and understood between the parties that all of the other terms and conditions of the Contract continue in full force and effect during the term of the Contract.
- D. The District and the Superintendent have reached further agreement regarding the matters set forth below:
 - (1) The Superintendent and the District believe that it is in the best interest of the District for the Superintendent to pursue and obtain a doctorate degree. The Superintendent has enrolled in a doctoral program and intends to continue in the program until he has earned a doctorate degree.
 - (2) To facilitate the Superintendent's pursuit of a doctorate degree and in the best interest of the District, the District and the Superintendent agree as follows:
 - (a) The District will reimburse the Superintendent upon his successful completion of each semester¹ for the educational costs incurred by the Superintendent, provided that the costs do not exceed \$4,000.00 a semester unless the District specifically approves a greater amount, provided that the Superintendent is employed by the District at the time

¹ As used herein, "semester" includes fall semester, spring semester and summer session.


reimbursement is requested and provided that the Superintendent provides documentation of the educational costs incurred.

(b) The Superintendent will repay the District the principal amount that the District has reimbursed the Superintendent under this agreement in the event the Superintendent resigns or otherwise voluntarily leaves his employment with the District prior to the passage of 36 months after the Superintendent has obtained his earned doctorate. In such event the terms of repayment by the Superintendent to the District are as follows: the Superintendent will pay the sum of \$5,000.00 on or before his last day of employment with the District and will sign a promissory note payable to the District in the amount of the balance remaining after payment of the \$5,000.00, payable without interest in equal and consecutive monthly installments, over 36 months beginning on the first day of the month next following the Superintendent's last day of employment with the District.

(c) The District will not be repaid the amounts reimbursed the Superintendent under this agreement in the event the Superintendent continues his employment with the District in the position of Superintendent for 36 months after he has earned his doctorate degree or in the event the District terminates the Superintendent's employment before the passage of such 36 month period.

(d) The foregoing agreement is added to the Contract and made a part thereof.

E. This Addendum shall be affixed to the Contract and is effective as of January 14, 2016.

Date: 1/20/16

Rickie R. Harris,
Superintendent

West Orange-Cove Consolidated
Independent School District

Date: January 19, 2016

By: Ruth S. Hancock
Ruth Hancock, Board President

By: Linda Platt-Bryant
Linda Platt-Bryant, Board Secretary

Note: Provisions of this Addendum were approved by the Board of Trustees on January 14, 2016, and are recorded in the minutes of that meeting.

cc: Board President
Board Attorney
Superintendent
Superintendent's Personnel File
Trustee File