

**2017 ADDENDUM TO 2015 SUPERINTENDENT'S CONTRACT AS AMENDED BY  
2016 ADDENDUM**

**RECITALS**

The parties to this 2017 Addendum To 2015 Superintendent's Contract, as amended by the 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 23, 2017, 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, as amended by the 2016 Addendum to 2015 Superintendent's Contract. The 2015 Contract, the 2016 Addendum and this present Addendum are hereafter referred to as the "Contract".

**ADDENDUM**

- A. The District and the Superintendent agree that the term of the Contract is extended one year so that it will expire March 29, 2020, and that paragraph 1. of the Contract is amended to read as follows:

**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, 2020.**

- B. The District and the Superintendent agree that the annual salary of the Superintendent is increased to \$135,960.00. The annual salary includes the amount of the housing allowance that has previously been paid to the Superintendent under paragraph 6.E. of the Contract. The annual salary represents a 3% increase of the salary and the housing allowance provided in the 2015 Superintendent's Contract. In order to accomplish the agreement of the parties, paragraph 6.A. and 6.E. of the Contract are amended as follows:

Paragraph 6.A. is amended to read:

**District shall pay the Superintendent an annual salary of \$135,960.00 which salary will be paid in twelve (12) equal monthly payments. Payment will be tendered on or about the twenty-fifth day of each month, with the first payment on or about March 25, 2017.**

Paragraph 6.E. is amended as follows:

Paragraph 6.E. is deleted and is of no further effect as of the effective date of this Addendum.

- 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. This Addendum shall be affixed to the 2015 Superintendent's Contract as amended by the 2016 Addendum to 2015 Superintendent's Contract and is effective March 1, 2017.

Date: 1/25/17

Rickie R. Harris

Rickie R. Harris,  
Superintendent

West Orange-Cove Consolidated  
Independent School District

Date: 1/25/17

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 23, 2017, and are recorded in the minutes of that meeting.**

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