

## **FOURTH AMENDMENT TO SUPERINTENDENT'S EMPLOYMENT CONTRACT**

This Fourth Amendment to the Superintendent's Employment Contract ("Amendment") is made and entered into by and between the Board of Trustees ("Board") of the Weatherford Independent School District ("District") and Dr. Jeffrey Hanks ("Superintendent").

The Board, by and on behalf of the District, previously agreed to employ the Superintendent, and the Superintendent previously agreed to accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on July 1, 2013 and ending on June 30, 2016. The Superintendent's Employment Contract ("Contract") is attached hereto as Exhibit "A" and incorporated herein by reference.

On or about February 18, 2014, the Board, by and on behalf of the District entered into the First Amendment to Superintendent's Employment Contract, attached hereto as Exhibit "B". This amendment extended the term of the contract to June 30, 2017 (Section 1.1) and addressed non-work days, holiday and leave issues (Section 3.3).

On or about February 12, 2015, the Board, by and on behalf of the District entered into the Second Amendment to Superintendent's Employment Contract, attached hereto as Exhibit "C". This amendment extended the term of the contract to June 30, 2019 (Section 1.1) and addressed salary (Section 3.1), non-work, holiday and leave issues (Section 3.3) and an annuity (Section 3.13).

On or about February 11, 2016, the Board, by and on behalf of the District entered into the Third Amendment to Superintendent's Employment Contract, attached hereto as Exhibit "D". This amendment extended the term of the contract to June 30, 2021 (Section 1.1) and addressed salary (Section 3.1), non-work, holiday and leave issues (Section 3.3), travel allowance (Section 3.9), and an additional annuity (Section 3.14).

On or about January 23, 2017, the Board, by and on behalf of the District, and the Superintendent agree to the changes and amendments to the Contract found in this Fourth Amendment to Superintendent's Employment Contract beginning July 1, 2017 through June 30, 2022, with all other terms of the Contract remaining in full force and effect:

### **WITNESSETH**

NOW, THEREFORE, the Board, by and on behalf of the District, and the Superintendent, for and in consideration of the terms herein established and pursuant to Section 21.201 et seq., Section 11.1512 and Section 11.201 of the Texas Education Code and the general laws of the State of Texas, have agreed and do hereby agree to replace sections 1.1 and 3.1 of the Contract as follows:

**I. TERM**

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of five (5) years commencing on July 1, 2017, and ending on June 30, 2022. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

**III. Compensation**

3.1 **Salary.** The District shall provide the Superintendent, beginning July 1, 2016, with an annual salary in the sum of TWO HUNDRED THIRTY SEVEN THOUSAND FOUR HUNDRED FIFTY-SEVEN AND NO/100 DOLLARS (\$237,457.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies. Salary owed to the Superintendent from July 1, 2016 through the execution date of this Contract shall be paid in a lump sum, with appropriate deductions and taxes, within 30 days of the execution of this Contract.

Executed this 26<sup>TH</sup> day of JANUARY, 2017.

**WEATHERFORD INDEPENDENT  
SCHOOL DISTRICT**

**SUPERINTENDENT**

Ashley Conlon  
Ms. Ashley Conlon  
President, Board of Trustees

Jeffrey M. Hanks, Ph.D.  
Dr. Jeffrey M. Hanks