

FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT

WHEREAS, on the 8th day of June, 2019, **THE ESSEX COUNTY SCHOOL BOARD**, a body politic and corporate located in Tappahannock, Virginia, hereinafter called the "Board," and **HARRY R. THOMAS, III**, hereinafter called the "Superintendent," entered an employment agreement (the "Contract") by which the Board agreed to employ the Superintendent and the Superintendent agreed to provide services to the Board as outlined in the Contract; and

WHEREAS, at its regularly scheduled meeting held on June 22, 2020, the Board by majority vote approved a written Amendment to the Contract ("First Addendum");

NOW, THEREFORE, the parties agree to amend the Contract, only as is set forth in this First Addendum, with all other terms and conditions of the original Contract to be given full force and effect.

The first sentence of Section III(a) of the Contract, regarding the Superintendent's compensation, is deleted in its entirety and replaced with the following new first sentence of Section III(a):

III(a): The annual salary of the Superintendent for the period from July 1, 2020 through June 30, 2021 shall be \$150,000.00.

Section V of the Contract, regarding Automobile Entitlement, shall be amended by deleting the current Section V entirely, and replacing it with the following:

V

TRAVEL ALLOWANCE

Recognizing that the Superintendent shall be on call to perform duties pursuant to this Contract on behalf of the Board during and after generally recognized business hours, and that the Superintendent shall utilize his personal vehicle in the performance of such duties, the Board shall pay the Superintendent a monthly travel allowance in the amount of \$200.00.

Section VI of the Contract, regarding Payment of Other Benefits and Expenses, shall be amended by deleting subsection (a) entirely, and replacing it with the following:

VI(a): The Board agrees to pay the full employer and employee share of health insurance benefits costs for the Superintendent for any plan the Superintendent chooses from those plans the Board offers to other full-time employees.

Section XIII of the Contract, regarding Residency, Moving Expenses and Relocation Allowance, shall be amended by deleting the first paragraph entirely, and replacing it with the following:

XIII: The Superintendent shall establish legal residency in Essex County by not later than June 30, 2021, and shall maintain legal residency in Essex County until this Contract is terminated or expires. Failure to establish and maintain such legal residency by June 30, 2021 without prior approval by the Board shall be good and sufficient cause to terminate this Contract.

The above revisions in Sections III(a), V, VI(a) and XIII are the sole revisions to the Contract. The parties have reviewed, understand and agree to the above revisions to the Contract.

The Essex County School Board

By _____
Chairperson

Date: / /

Harry R. Thomas, III

Date: / /

Superintendent

Attest:

Clerk, Essex County School Board