

**THIRD ADDENDUM TO SUPERINTENDENT'S CONTRACT  
BETWEEN PREMONT INDEPENDENT SCHOOL DISTRICT  
AND STEVE VANMATRE**

The Board of Trustees (the "Board") of Premont Independent School District (the "District") and Mr. Steve VanMatre (the "Superintendent") agree to amend the Superintendent's contract.

On December 7, 2016, the District originally entered into a three-year employment contract with the Superintendent, beginning January 16, 2017, and ending January 15, 2020 (the "Contract");

On August 13, 2018, the District and Superintendent entered into a First Addendum to the Contract, which extended the Superintendent's term of employment through January 15, 2022; and

On August 13, 2018, the District and Superintendent entered into a First Addendum to the Contract, which added a section titled "*One-Time Retention Incentive*," and

On August 27, 2018, the Board took action to increase the Superintendent's salary under the contract by 4%, which increased his salary under paragraph 3.1 from \$136,000.00 to \$141,440.00.

On August 19, 2019, the Board took action to increase the Superintendent's salary under the contract by 5%, which increased his salary under paragraph 3.1 from \$148,512, and to provide the Superintendent with a 5% salary supplement in December 2019, increasing the Superintendent's base salary for 2019-2020 to \$155,937.60.

WHEREAS, the District and Superintendent now desire to amend the terms of the Contract as set forth below:


1. Paragraph 1.1 of the Contract titled "Term" is hereby amended by deleting "January 15, 2020" and inserting the following in lieu thereof: "January 15, 2024."
2. Paragraph 3.1 of the Contract titled "Salary" is hereby amended by adding the following: The District agrees to provide the Superintendent with a salary increase of 5% of \$155,937.60, which amounts to \$7,796.88 and brings the Superintendent's total base salary to \$163,734.48 on November 1, 2020.

3. Paragraph 3.10 will be added to Section III. of the Superintendent's contract and it shall be titled "*Onetime Retention Incentive,*" and wherein the Superintendent shall receive a retention incentive of \$10,0000.00 on June 30, 2020.
4. This Amendment embodies the entire agreement between the District and the Superintendent with respect to the amendment of the Contract. In the event of any conflict or inconsistency between the provisions of the Contract and this Amendment, the provisions of this Amendment shall control and govern.
6. Except as specifically modified and amended herein, all of the terms, provisions, requirements, and specifications contained in the Contract remain in full force and effect. Except as otherwise expressly provided herein, the parties do not intend to, and the execution of this Amendment shall not, impair the Contract, the purpose of this Amendment being simply to amend and ratify the Contract, as hereby amended and ratified, and to confirm and carry forward the Contract, as hereby amended, in full force and effect.

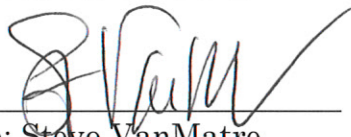
THIS AMENDMENT SHALL BE CONSTRUED AND GOVERNED BY THE LAWS OF THE STATE OF TEXAS.

IN WITNESS WHEREOF, the District and Superintendent have executed and delivered this Amendment effective as of June 8, 2020.

**PREMONT ISD**

By:   
Name: Frank Rios, Jr.  
Title: Premont ISD Board President  
Date: 6-11-2020

**SUPERINTENDENT**

By:   
Name: Steve VanMatre  
Title: Superintendent of Schools  
Date: 6-11-2020