

HIGHLAND PARK INDEPENDENT SCHOOL DISTRICT

AMENDMENT NUMBER SEVEN TO

AMENDED SUPERINTENDENT'S CONTRACT

This Amendment Number Seven to Amended Superintendent's Contract (this "Amendment") is made and entered into by and between the Board of Trustees (the "Board") of the Highland Park Independent School District (the "District") and Dr. Thomas Trigg (the "Superintendent"), and is effective March 22, 2022, or on the first day thereafter that it may lawfully become effective (the "Effective Date").

The parties previously entered into an Amended Superintendent's Contract effective July 1, 2016; they thereafter entered into Amendment Number One, Amendment Number Two, Amendment Number Three, Amendment Number Four, Amendment Number Five, and Amendment Number Six to Amended Superintendent's Contract (collectively, the "Amended Superintendent's Contract"); and the parties now desire to further amend the Amended Superintendent's Contract according to the terms and conditions in this Amendment. The Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201 and Chapter 21, Subchapter E of the Texas Education Code, and as expressly permitted by Section 1.2 of the Amended Superintendent's Contract, do hereby agree to amend the Amended Superintendent's Contract in the following respects only:

FIRST: Section 1.1 of the Amended Superintendent's Contract is hereby amended by restatement in its entirety to read as follows:

1.1 Employment. The Board agrees to continue to employ the Superintendent and the Superintendent agrees to continue his employment as Superintendent of Schools for the District for a term continuing through June 30, 2027. For purposes of this Agreement, the "Contract Year" is defined as the twelve-month period beginning July 1 and ending June 30.

7
SECOND: Section 4.8(d)(i) of the Amended Superintendent's Contract is hereby amended

by restatement in its entirety to read as follows:

- (i) The "Annual Forgiveness Amount" for the applicable Contract Year shall be determined in the sole discretion of the Board by May 31 of the applicable Contract Year based on the Superintendent's level of satisfaction of the Performance Standards; provided, however, that the Annual Forgiveness Amounts for the applicable Contract Years will not exceed the following maximum Annual Forgiveness Amounts:


<u>Contract Year</u>	<u>Maximum Annual Forgiveness Amount</u>
July 1, 2017 to June 30, 2018	\$60,000
July 1, 2018 to June 30, 2019	\$75,000
July 1, 2019 to June 30, 2020	\$85,000
July 1, 2020 to June 30, 2021	\$95,000
July 1, 2021 to June 30, 2022	\$95,000
July 1, 2022 to June 30, 2023	\$95,000
July 1, 2023 to June 30, 2024	\$95,000
July 1, 2024 to June 30, 2025	\$95,000
July 1, 2025 to June 30, 2026	\$95,000
July 1, 2026 to June 30, 2027	\$95,000

If the Board determines in its sole discretion that the Superintendent has not fully satisfied the Performance Standards for a particular Contract Year, the Superintendent will not be entitled to the maximum Annual Forgiveness Amount for that Contract Year; provided, however, that the Board may determine in its sole discretion that the Superintendent is entitled to an Annual Forgiveness Amount less than the maximum Annual Forgiveness Amount for a particular Contract Year based on his partial satisfaction of the Performance Standards for that Contract Year.

[Signature page follows]

EXECUTED AND AGREED TO:

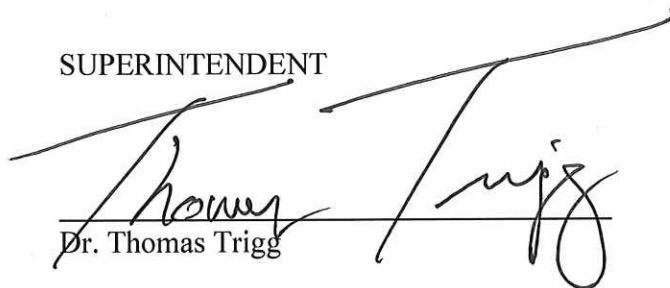
HIGHLAND PARK INDEPENDENT SCHOOL
DISTRICT

By: 
Tom H. Sharpe, President
Board of Trustees
7015 Westchester Drive
Dallas, Texas 75201

ATTEST:

By: 
Jae Ellis, Secretary
Board of Trustees

SUPERINTENDENT


Dr. Thomas Trigg

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