

FIRST AMENDMENT AND RIDER TO SUPERINTENDENT CONTRACT

This First Amendment and Rider to Superintendent Contract ("First Amendment"), entered into by and between the Board of Trustees of the San Isidro Independent School District (the "Board" or the "District") and Elsa Villarreal-Morris ("Villarreal-Morris" or the "Superintendent"), is made effective on the _____ day of _____ 2026.

I. RECITALS

WHEREAS, the District and the Superintendent entered into that certain Superintendent Contract made and entered into on or about February 11, 2025, pursuant to which the District employed Villarreal-Morris as Superintendent of Schools for the San Isidro Independent School District;

WHEREAS, Section 1.1 of the Superintendent Contract provides for a thirty-six-month term commencing on February 11, 2025, and ending on February 11, 2028;

WHEREAS, Section 1.1 further provides that the District may, by action of the Board, and with the consent and approval of Villarreal-Morris, extend the term of the Superintendent Contract as permitted by state law;

WHEREAS, the Board has determined that it is in the best interest of the District to extend the term of the Superintendent Contract for one additional year; and

WHEREAS, the Superintendent consents to and approves the extension of the Superintendent Contract as set forth herein.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are acknowledged, the District and the Superintendent agree as follows:

II. AMENDMENT

1. *Extension of Contract Term.* Section 1.1 of the Superintendent Contract is amended only to extend the ending date of the Superintendent Contract by one additional year. The Superintendent Contract shall now remain in effect through February 11, 2029, unless earlier terminated in accordance with the terms of the Superintendent Contract, Board policy, and applicable law.

2. *Salary Adjustment.* Section 3.1 of the Superintendent Contract is amended to provide that, beginning on _____, 2026, and continuing thereafter during the term of the Superintendent Contract, as amended, the District shall provide the Superintendent with an annual salary in the amount of One Hundred Thirty Thousand Dollars and No/100 (\$130,000.00). The Superintendent's salary shall be paid in equal installments consistent with the Board's policies and shall be appropriately reduced for taxes, withholding, social security, and other legally required deductions.

3. *No Other Modification.* Except as expressly amended by this First Amendment, all terms, provisions, rights, duties, obligations, benefits, and conditions of the Superintendent Contract shall remain unchanged and in full force and effect.

4. *Ratification.* The District and the Superintendent ratify and confirm the Superintendent Contract, as amended by this First Amendment, and agree that the Superintendent Contract remains valid, binding, and enforceable according to its terms.

5. *Board Action.* This First Amendment is approved pursuant to lawful action taken by the Board of Trustees of the San Isidro Independent School District at a duly posted and convened meeting held in compliance with the Texas Open Meetings Act.

EXECUTED to be effective as of the date of final signature below.

SAN ISIDRO INDEPENDENT SCHOOL DISTRICT



David Garza, President, Board of Trustees

7 / 23 / 2026

ATTEST:



Albino Alaniz, Jr. Secretary, Board of Trustees

7 / 23 / 2026

SUPERINTENDENT



Elsa Villarreal-Morris, Superintendent of Schools

7 / 23 / 2026