

## **ADDENDUM TO FIRST AMENDED SUPERINTENDENT/CEO CONTRACT**

WHEREAS, the Board of Directors (the “Board”) of IDEA Public Schools (“IDEA”) and Dr. Jeffrey Cottrill (the “Superintendent/CEO”) entered into the First Amended Superintendent / CEO Contract (the “Contract”), approved by the Board on June 16, 2023 and executed by the Board and the Superintendent/CEO on June 16, 2023, a true and correct copy of which is attached hereto as Attachment A; and

WHEREAS, the Board, at a lawfully called meeting held on June 27, 2024, agreed to amend certain terms and conditions of the Superintendent/CEO Contract, with such amendments to take effect beginning **October 1, 2024**; and

NOW, THEREFORE, for the mutual agreement hereinafter set forth, and other good and valuable consideration, the adequacy of which is hereby acknowledged by the parties, the Board and the Superintendent/CEO hereby mutually agree to amend the CEO Contract by this written addendum (as authorized by Section 3.2 of the Contract) as follows:

### **A. Term**

As consideration to support this amendment to the Contract, the Parties agree that the Primary Term, as defined in Section 1.1 and in accordance with Section 1.3 of the Contract, is extended from June 30, 2026 to **June 30, 2027**.

### **B. Salary**

The base salary under Section 3.1 of the Contract is amended such that effective **October 1, 2024** it shall be **THREE HUNDRED EIGHTY THOUSAND and No/100 Dollars (\$380,000.00)**

### **C. Performance Goals Bonus/Performance Pay**

Pursuant to Section 3.1 of the Contract, this Addendum shall establish the criteria for performance pay to the Superintendent/CEO based on accomplishment of performance goals established by the Board. The Superintendent/CEO’s performance pay for the 2024-25 school year shall be **up to twenty-five percent (25%) of base salary (up to \$93,750)**. The Superintendent/CEO’s performance pay shall be tied to and based on IDEA accomplishing its 2024-25 Board approved Organizational-Wide goals for IDEA’s Texas charter schools with 5% tied to each of the five goals and as may be further described in related goal documentation:

- **“A” Rating as a District — 5%:** This is based on TEA final academic rating issued to IDEA as a charter holder/district. If the TEA does not issue a rating, due to pending litigation, internally calculated scores may be used to determine “if” an A would have been awarded or not.
- **Matriculation—5% at 100%** (based on adopted matriculation standard/definition)
- **ADA—5% at 96%** (based on adopted goal standards)
- **Persistence—5% at 90%** (based on adopted goal standards)
- **Retention—5% at 85%** (based on adopted goal standards)


**D. Timing of Performance Pay**


The performance pay shall be made within sixty-days (60) of when the goal is accomplished and fully satisfied for the applicable school year, or at a later date (that same taxable year when earned and vested) if requested by the CEO, but in no event shall it be delayed in a manner triggering deferred compensation liabilities or penalties under applicable law, including Section 409A of the Tax Code.

All other terms and conditions of the Contract shall remain in effect.

**IDEA PUBLIC SCHOOLS**

**SUPERINTENDENT/CEO**

  
Collin Sewell (Oct 5, 2024 08:08 CDT)  
Collin Sewell  
Chairman of the Board

  
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Dr. Jeffrey Cottrill  
IDEA Public Schools Superintendent/CEO

Dated: Oct 5, 2024

Dated: Oct 5, 2024









# 2024.09.27 Cottrill Addendum to Contract

Final Audit Report

2024-10-05

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