

## **SECOND 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; and

WHEREAS, the Board, at a lawfully called meeting held on January 20, 2026, agreed to this Second Addendum to the First Amended Superintendent/CEO Contract, with such amendments to take effect for the 2025-26 school year; 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 Second Addendum (as authorized by Section 3.2 of the Contract) as follows:

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

Pursuant to Section 3.1 of the Contract, this Second 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 2025-26 school year shall be **up to twenty-five percent (25%) of base salary**. The Superintendent/CEO’s performance pay shall be tied to and based on IDEA accomplishing its 2025-26 Board approved Organizational-Wide goals for IDEA’s Texas charter schools with a percentage tied to each of the six goals and as may be further described in related goal documentation:

- **“A” Rating as a District — 10%:** 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. **Weighted at 40% of the potential performance pay.**
- **Matriculation—3% at 100%** (based on adopted matriculation standard/definition). **Weighted at 12% of the potential performance pay.**
- **ADA—3% at 94.8%** (based on adopted goal standards). **Weighted at 12% of the potential performance pay.**
- **Student Persistence—3% at 84.2%** (based on adopted goal standards). **Weighted at 12% of the potential performance pay.**
- **Staff Retention—3% at 84%** (based on adopted goal standards). **Weighted at 12% of the potential performance pay.**
- **August 2025 Kindergarten Enrollment—3% at 7,552** (based on adopted goal standards). **Weighted at 12% of the potential performance pay.**

### **B. 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**

Signed by:

*Collin Sewell*

A9B86D3FBA1D4A8...

Collin Sewell

Chairman of the Board

Dated: 1/22/2026

**SUPERINTENDENT/CEO**

DocuSigned by:

*Dr. Jeffrey Cottrill*

55A25BC3172B486...

Dr. Jeffrey Cottrill

IDEA Public Schools Superintendent/CEO

Dated: 1/22/2026