

**PRESIDIO INDEPENDENT SCHOOL DISTRICT**  
**FIRST AMENDMENT TO EMPLOYMENT CONTRACT**  
**OF SUPERINTENDENT**

This First Amendment ("First Amendment") to the Employment Contract of Superintendent (the "Contract") is made between the PRESIDIO INDEPENDENT SCHOOL DISTRICT (the "School District") and DENNIS McENTIRE (the "Superintendent") as of the 15th day of January, 2008. This First Amendment amends and modifies the Superintendent's Employment Contract dated May 8, 2007.

1. **Term.** The term of the Contract is hereby extended for an additional one (1) year and shall continue in effect until June 30, 2011.
2. **Salary.** The Superintendent shall be paid a base annual salary of \$ 109,513.20 commencing as of February 1, 2008, subject to any increases and adjustments as the School District and Superintendent may agree. This salary shall be paid in equal ~~installments during each school year consistent with the School District policies.~~
3. **Life Insurance.** The School District shall pay the premiums for a life insurance policy and insuring Superintendent's life in the amount of \$500,000. Superintendent shall be entitled to name Superintendent's wife or family as beneficiaries under the life insurance policy. This provision specifically amends and modifies paragraph 5F of the Contract.
4. **Health Care Benefits.** The School District shall pay the premiums for and provide health benefits covering the Superintendent and Superintendent's dependent child under the School District health program at Level 3 (the highest level available). Superintendent shall also be provided any additional health or insurance benefits and programs as made available by the School District to professional employees. This provision amends and modifies paragraph 5E of the Contract.
5. **Additional Insurance.** The School District shall obtain and pay for the premiums to cover the Superintendent under a disability policy in an amount based upon Superintendent's base salary. The School District shall also obtain and pay the premiums for dental/vision insurance, catastrophic heart and catastrophic cancer insurance for the Superintendent.
6. **Supplemental Salary.** In the event Superintendent shall work days in excess of 226 days per year, the Superintendent shall be entitled to be paid for such additional days at the daily rate of \$484.57 per day not to exceed a total of 15 extra days.
7. **Entire Agreement.** Except as expressly modified or amended in this First Amendment, all terms and conditions of the Contract remain in full force and effect. This First Amendment and the Contract constitute the entire agreement between the School District

and the Superintendent regarding the Superintendent's employment and supersedes all prior and contemporaneous agreements or understandings, whether written or oral.

**SIGNED** in Presidio County, Texas as of the date shown above.

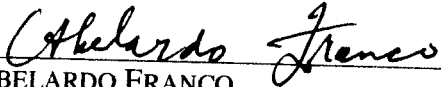
**SCHOOL DISTRICT:**

PRESIDIO INDEPENDENT SCHOOL DISTRICT

BY: 

CARLOS E. NIETO, MPH  
PRESIDENT, BOARD OF TRUSTEES

**ATTEST:**

  
ABELARDO FRANCO  
SECRETARY, BOARD OF TRUSTEES

**SUPERINTENDENT:**

  
DENNIS MCENTIRE

**PRESIDIO INDEPENDENT SCHOOL DISTRICT  
THIRD AMENDMENT TO EMPLOYMENT CONTRACT  
OF SUPERINTENDENT**

This Third Amendment ("Third Amendment") to the Employment Contract of Superintendent (the "Contract") is made between the PRESIDIO INDEPENDENT SCHOOL DISTRICT (the "School District") and DENNIS McENTIRE (the "Superintendent") effective as of the 3<sup>rd</sup> day of January, 2010 and amends the Contract of Employment dated May 8, 2007 (the "Contract") and the First Amendment to Contract dated January 15, 2008 and the Second Amendment to Contract dated February 24, 2009.

**1. Term.** The term of the Contract is hereby extended for additional two (2) years and shall continue in effect until June 30, 2014.

**2. Salary.** The Superintendent shall be paid a base annual salary of \$124,680.76 commencing as of January 3, 2010, subject to any increases and adjustments as the School District and Superintendent may agree. This salary shall be paid in equal installments during each school year consistent with the School District policies.

**3. Entire Agreement.** Except as expressly modified or amended in this Third Amendment, all terms and conditions of the Second Amendment, the First Amendment and the Contract remain in full force and effect. This Third Amendment, the Second Amendment, the First Amendment and the Contract constitute the entire agreement between the School District and the Superintendent regarding the Superintendent's employment and supercede all prior and contemporaneous agreements or understandings, whether written or oral.

**SIGNED** in Presidio County, Texas as of the date shown above.

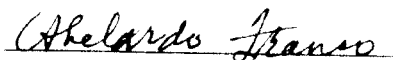
**SCHOOL DISTRICT:**

PRESIDIO INDEPENDENT SCHOOL DISTRICT

BY:  MPH

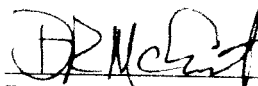
CARLOS E. NIETO, MPH  
PRESIDENT, BOARD OF TRUSTEES

**ATTEST:**



ABELARDO FRANCO  
SECRETARY, BOARD OF TRUSTEES

**SUPERINTENDENT:**



DENNIS McENTIRE