

**ANTHONY INDEPENDENT SCHOOL DISTRICT
SECOND AMENDMENT TO SUPERINTENDENT'S
EMPLOYMENT CONTRACT**

This Second Amendment ("Second Amendment") to the Superintendent's Employment Contract (the "Contract") is made between the ANTHONY INDEPENDENT SCHOOL DISTRICT (the "School District") and RONALD J. HAUGEN (the "Superintendent") as of the 16th day of February, 2010. This Second Amendment amends and modifies the Superintendent's Employment Contract dated July 31, 2008 and the First Amendment dated February 17, 2009.

1. Term. The term of this Contract is hereby extended for one (1) additional year and shall continue in effect until July 31, 2013.

2. Salary. The Superintendent shall be paid a base annual salary of \$120,183.00 commencing as of February 16, 2010, subject to any increases and adjustments as the School District Board of Trustees and Superintendent may agree. This salary shall be paid in equal installments during each school year consistent with the School District policies.

3. Performance Compensation. The Superintendent shall be paid additional compensation should the following criteria be met:

Criteria No. 1: ALL campuses and the District are rated as RECOGNIZED by TEA in August 2010--\$2,000.00 provided Superintendent returns to the District for the 2010-2011 school year.

Criteria No. 2: IF ANY TWO campuses are rated as EXEMPLARY by TEA in August, 2010--\$1,000 provided Superintendent returns to the District for the 2010-2011 school year.

Criteria No. 3: ALL campuses and the District are rated as EXEMPLARY by TEA in August, 2010--\$4,000 provided Superintendent returns to the District for the 2010-2011 school year.

If none of the criteria are met, no additional compensation shall be due to the Superintendent.

4. Entire Agreement. Except as expressly modified or amended in this Second Amendment, all terms and conditions of the Superintendent's Employment Contract dated July 31, 2008 and First Amendment dated February 17, 2009 shall remain in full force and effect.

SIGNED in El Paso County, Texas as of the date shown above.

SCHOOL DISTRICT:

BY: Chrissy Singh
CHRISSEY SINGH, PRESIDENT
BOARD OF TRUSTEES

SUPERINTENDENT:

Ronald J. Haugen
RONALD J. HAUGEN

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