

Trails Country Reporter and Productions

P.O. BOX 752, WINNSBORO, TX 75494

| CGWILLIS@TRAILSCOUNTRYREPORTER.COM

RE: **OPEN RECORDS REQUEST**

To: Winnsboro Independent School District

Please send a digital scanned copy of each of the following records to cgwillis@trailscountryreporter.com

Any and all contracts and amendments related to the employment of Brian David Wilcox, also known as the "superintendent" for the years 2023, 2024 and 2025 year to date.

Please also send any copy of a possible existing resignation letter in custody or given to any board of trustee or employee of the WISD.

The delay of the procurement of any one requested item shall not delay the timely fulfillment of the request of all available items.

Best regards,

Hand delivered this date:

7/29/2025

Sent digitally, July 29, 2025

C.G. Willis



July 29, 2025 12:00 PM

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and Productions**
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SUPERINTENDENT'S TERM EMPLOYMENT CONTRACT

THE STATE OF TEXAS

§
§
§

KNOW ALL MEN BY THESE PRESENTS:

COUNTY OF WOOD

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT (the "Contract" or "Agreement") is made and entered into on this, the 23rd day of March, 2020, by and between the Board of Trustees (the "Board,") of the Winnsboro Independent School District (the "District," being a "Party") and Mr. David Wilcox (the "Superintendent," also a "Party").

WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201 and Chapter 21 of the Texas Education Code, have agreed, and do hereby agree, as follows:

1. TERM AND REPRESENTATIONS

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on July 1, 2020 (the "Effective Date") and ending on June 30, 2023. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

1.3 **Representations.** The Superintendent makes the following representations:

(a) At the beginning of the term of this Contract, and at any time this Contract is in force, the Superintendent consents and agrees to submit to a review of his national criminal history record information ("NCHRI") if requested or required by the District, the Texas Education Agency ("TEA"), or the State Board for Educator Certification ("SBEC"). The Superintendent understands and accepts that a criminal history record acceptable to the Board, in its sole discretion, is a condition precedent to this contract.

(b) The Superintendent agrees, during the term of this Contract, to notify the Board in writing of any arrest or of any indictment, conviction, entry of guilty plea or no contest plea, or other adjudication of the Superintendent. The Superintendent

agrees to provide such notification within seven (7) calendar days of the event, or any period specified in Board policy, whichever is shorter.

(c) The Superintendent represents that any records and information provided in connection with his or her employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any such records, information, or the employment application may be grounds for termination or nonrenewal, as applicable.

II. EMPLOYMENT

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, District policy, rules, and regulations as they exist or may hereafter be adopted or amended. Except as otherwise permitted by this Contract, the Superintendent agrees to devote his full time and energy to the performance of his duties of employment, and shall perform his duties with reasonable care, skill, and diligence. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to consider for acceptance all resignations of employees of the District consistent with the Board's policies, except the Superintendent's resignation, which must be accepted by the Board. Final authority for all actions for which the District may be responsible rests with the Board of Trustees. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.

2.2 **Professional Certification.** The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification, and any other certificates required by law. Failure to maintain a valid and active superintendent certification will render this Contract void.

2.3 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

2.4 Board Meetings. The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, the Superintendent's evaluation, the Superintendent's job performance, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal, or in such case as the Board deems necessary. In the event of the Superintendent's illness or Board-approved absence, the Superintendent's designee may attend such meetings. The Board retains final authority over which third parties, if any, may attend closed sessions.

2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either (a) to the Superintendent for study and/or appropriate action, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or (b) to the appropriate complaint resolution process or procedure as established in District policies.

2.6 Indemnification. To the extent it may be permitted to do so by applicable law, including but not limited to Texas Civil Practice and Remedies Code Chapter 102, the District does hereby agree to defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments, expenses, and attorney's fees incurred in any legal proceedings brought against the Superintendent in his individual capacity or in his official capacity, provided the incident(s) which is (are) the basis of any demands, claims, suits, actions, judgments, expenses, and/or attorney's fees arose while the Superintendent was acting within the course and scope of his employment with the District; excluding, however, any such demands, claims, suits, actions, judgments, expenses, and/or attorney's fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses, or damages that would be recoverable or payable under an insurance contract, held either by the District or the Superintendent. The selection of the Superintendent's legal counsel shall be with the mutual agreement of the Superintendent and the District, if such legal counsel is not also the District's legal counsel. A legal defense may be provided through insurance coverage, in which case Superintendent's right to agree to legal counsel provided for him will depend upon the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by law, including but not limited to Texas Civil Practice and Remedies Code Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

III. COMPENSATION

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of One Hundred Forty Two Thousand and No/100 Dollars (\$142,000.00). This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3.2 **Salary Adjustments.** At any time during the term of this Contract, the Board may, in its sole discretion, review and adjust the salary of the Superintendent, subject to the following:

(a) If the Board implements a widespread salary reduction under Texas Education Code § 21.4023, the Superintendent's annual salary shall be reduced by the same percentage (or fraction of a percentage) as the average reduction experienced by classroom teachers in the District.

(b) If the Board implements a furlough under Texas Education Code § 21.4021, the Superintendent shall be furloughed for the same number of days as other contract personnel, and the Superintendent's salary shall be reduced in accordance with the number of furlough days.

(c) At any time during the term of this Contract, the Board may, in its sole discretion, adjust the salary of the Superintendent. Other than in circumstances described above, in no event shall the Superintendent be paid less than the salary set forth in Section 3.1 of this Contract, except by mutual agreement of the Parties. Such adjustments, if any, shall be made pursuant to a lawful Board action. In such event, the Parties agree to provide their best efforts and reasonable cooperation to execute a new contract or appropriate addendum incorporating the adjusted salary.

3.3 **Personal or Sick Leave.** The Superintendent is granted the local sick leave days which are authorized by Board policies. Unused local sick leave and non-working days will not accumulate from year to year, and cannot be converted into compensation at the termination of the employment relationship or at any other time. The Superintendent shall not receive, nor be entitled to receive, any compensation or pay for any unused, accumulated leave or non-working days, including but not limited to state personal days and state sick days, upon the termination of the employment relationship between the Superintendent and the District.

3.4 **Health Insurance and Benefits.** The District shall pay the same premiums for hospitalization and major medical insurance coverage for the Superintendent pursuant to the group health care plan provided by the District for its administrative employees. The District shall provide benefits to the Superintendent as provided by state law and Board

policy. The Board reserves the right to amend its policies at any time during the term of this Contract, at the Board's sole discretion.

3.5 Professional Growth. The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state, and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation of the Superintendent in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent's professional growth, the Board shall permit a reasonable amount of release time for the Superintendent, as the Board together with the Superintendent deems appropriate, to attend such seminars, courses, and/or meetings. The District shall pay the Superintendent's membership dues to the American Association of School Administrators and the Texas Association of School Administrators, as well as other memberships necessary to maintain and improve the Superintendent's professional skills. The District shall bear the reasonable cost and expense for registration, travel, meals, lodging, and other related expenses for such attendance and membership.

3.6 Civic Activities. The Board and the Superintendent shall mutually agree on the Superintendent's participation in community and civic affairs, including such organizations as chambers of commerce, civic clubs, governmental committees, and educational organizations. The Board finds that such participation serves a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performances of his duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the Superintendent's performance of Superintendent's duties. The District may reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance approval by the Board.

3.7 Outside Consulting Activities. The Superintendent may serve as a consultant or undertake speaking engagements, writing, teaching, or other professional duties and obligations outside the District (referred to collectively herein as "Consulting Services") that do not conflict or interfere with the Superintendent's professional responsibilities and duties to the District or the Superintendent's availability and ability to perform those duties. The Superintendent may accept a reimbursement of expenses for such Consulting Services,

which shall be performed at no cost or expense to the District. Consulting Services provided by the Superintendent under the terms and conditions of this section must be consistent with state and federal law and the Board's policies.

3.8 **Relocation Allowance.** On the first regular payroll period following the beginning of the term of this Contract, the District shall remit to the Superintendent a one-time payment in the amount of Three Thousand and No/100 Dollars (\$3,000.00) to defray the Superintendent's moving and relocation expenses.

3.9 **Other Expenses.** The District shall reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual costs incurred by the Superintendent for travel related to his employment. Out-of-District travel shall be by District vehicle, and no reimbursement of mileage will be paid by the District. Other reimbursable actual costs may include, but are not limited to, gasoline, hotels and accommodations, meals, and other expenses reasonably incurred in the Superintendent's performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies or District practices.

IV. ANNUAL PERFORMANCE GOALS

4.1 **Development of Goals.** The Superintendent shall submit to the Board each year, for the Board's consideration, a preliminary list of goals for the District. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit a plan to implement the goals to the Board for its approval. The Superintendent and the Board shall meet at least biannually to assess the goals, and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The goals approved by the Board shall at all times be reduced to writing (the "District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.

V. REVIEW OF PERFORMANCE

5.1 **Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract (the "Superintendent's Evaluation"). The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description; state law, rules, or regulations; Board policy or directive; and/or this Contract, and shall be based on the District's progress toward accomplishing the District Goals. Review of the District Goals and Board discussion of the Superintendent's performance shall occur at least twice annually.

5.2 **Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in closed executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit either Party from sharing the content of the Superintendent's evaluation with its respective legal counsel.

5.3 **Evaluation Format and Procedures.** The evaluation format and procedure shall be in accordance with the evaluation instrument selected by the Board, the Board's policies, and state and federal law. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation within thirty (30) days of receipt of the written evaluation from the Board. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. Within sixty (60) days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new and/or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

VI. EXTENSION, RENEWAL, AND/OR NONRENEWAL OF EMPLOYMENT CONTRACT

6.1 **Extension.** This Contract may be extended at any time by Board action. Any such extension shall be reduced to writing, signed by the Board and the Superintendent.

6.2 **Renewal / Nonrenewal.** Renewal or nonrenewal of this Contract shall be in accordance with Board policy, the requirements of Texas Education Code Chapter 21 and associated rules and regulations, and applicable law.

VII. TERMINATION OF EMPLOYMENT CONTRACT

7.1 **Mutual Agreement.** This Contract may be terminated at any time by the mutual agreement of the Superintendent and the Board, in writing, upon such terms and conditions as may be mutually agreed upon by the Parties.

7.2 **Retirement or Death.** This Contract shall be deemed to have terminated upon the retirement or death of the Superintendent.

7.3 **Suspension or Termination for Good Cause.** The Board may suspend or terminate the Superintendent during the term of the contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda or directives, or other written communication(s) from the Board; provided, however, that the terms and conditions of this paragraph shall not establish good cause unless the Board has provided the Superintendent a reasonable opportunity and time to remediate any incompetency or inefficiency;
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative rules and/or regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act or other state or federal law;
- (h) Conviction of a felony or a crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct which the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but also includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Assault on an employee, student, or parent of a student;

- (n) Knowingly falsifying records or documents related to the District's activities;
- (o) Conscious misrepresentation of facts to the Board, District officials, or government officials in the conduct of the District's businesses;
- (p) Failure to maintain a valid superintendent certification, or to fulfill the requirements for superintendent certification; and/or
- (q) Any other reason constituting "good cause" under Texas statute, administrative regulation, case law, or the recorded decisions of the Texas Commissioner of Education.

7.4 Suspension / Termination Procedure. In the event that the Board chooses to pursue suspension or termination of this Contract for "good cause," the Board shall follow all the procedures and the Superintendent shall be afforded all the rights which are set forth in Chapter 21 of the Texas Education Code, the Board's policies, and state and federal law.

7.5 Resignation of the Superintendent. The Superintendent may resign his employment by the District at the end of a school year (meaning after the last day of student instruction of that school year), without penalty, by filing a written resignation with the Board. The resignation must be addressed and delivered to the Board, filed not later than the 45th day before the first day of instruction of the following school year. The Superintendent may resign with the consent of the Board at any other time. Upon resignation of the Superintendent, the Superintendent will receive pay for the days worked up until the date of resignation.

VIII. MISCELLANEOUS

8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas, without giving effect to any choice of law provisions contained therein or of any jurisdiction, and shall be performable in Wood County, Texas, unless otherwise provided by law. Venue for any state court action under this Contract shall be proper in a court of competent jurisdiction located in Wood County, Texas, and venue for any federal court action under this Contract shall be proper in the United States District Court for the Eastern District of Texas, Tyler Division.

8.2 Complete Agreement. This Contract embodies the entire agreement between the Parties hereto, and cannot be modified or varied in any way except by written agreement of the undersigned Parties, except as expressly provided herein. Any and all existing agreements and contracts, both verbal and written, between the Parties hereto regarding the employment of the Superintendent have been and are superseded by this Contract on its

effective date, and this Contract constitutes the entire agreement between the Parties unless amended pursuant to the terms of this Contract.

8.3 **Conflicts.** In the event of any conflict between the terms, conditions, and provisions of this Contract and any provision(s) of the Board's policies, or any permissive state or federal law(s), then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over any contrary provision(s) of the Board's policies or any such permissive law during the term of the Contract.

8.4 **Legal Counsel.** Both Parties to this Contract have been represented by legal counsel of their choice, or have had the opportunity to consult with legal counsel, in the negotiation and execution of this Contract. Any rule which attributes any ambiguity in the Contract to the Party which created the document shall not apply.

8.5 **Section Headings.** The numbering and headings used at the beginning of any section or paragraph in this Contract are for convenience only, are not intended to have any legal effect, and do not limit or expand the meaning of the text which follows such headings.

8.6 **Savings Clause.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

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SIGNATURES FOLLOW ON THE NEXT PAGE.]

ACCEPTED BY:

WINNSBORO INDEPENDENT SCHOOL DISTRICT

By: Chris McElyea
Mr. Chris McElyea, President
Winnsboro ISD Board of Trustees

Date: 3-23-2020

SUPERINTENDENT

David Wilcox
Mr. David Wilcox

Date: 3/23/2020

ATTEST:

By: K. D. Dyer
Secretary
Winnsboro ISD Board of Trustees

Date: 3-24-2020

**SECOND ADDENDUM TO SUPERINTENDENT'S CONTRACT
WINNSBORO INDEPENDENT SCHOOL DISTRICT**

The Board of Trustees of the Winnsboro Independent School District (the "District") and Mr. David Wilcox (the "Superintendent"), hereby agree to amend the original contract between the parties dated March 23, 2020, as previously amended.

The addendum is as follows:

1. Paragraph 1.1 of the contract is changed to extend the ending date of employment under the contract to June 30, 2026.
2. Paragraph 3.1 of the contract is changed to increase the annual salary to the sum of one hundred sixty thousand and no/100 dollars (\$160,000.00).
3. Paragraph 3.9 of the contract is modified to reflect that the District will reimburse the Superintendent's actual vehicle mileage at the then-current IRS allowable rate, for miles traveled in the Superintendent's personal vehicle for school-related purposes.

The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's contract. All other terms and conditions of the contract, as previously amended, shall remain in full force and effect.

I have read this Second Addendum and agree to abide by its terms and conditions. Executed on the dates indicated below:

WINNSBORO INDEPENDENT SCHOOL DISTRICT

SUPERINTENDENT

By: 

Mr. Brandon Green, President
Winnsboro ISD Board of Trustees



Mr. David Wilcox

Date: 2-22-22

Date: 2/22/22

ATTEST:

By: 

Secretary
Winnsboro ISD Board of Trustees

Date: 2-22-22

**ADDENDUM TO SUPERINTENDENT'S CONTRACT
WINNSBORO INDEPENDENT SCHOOL DISTRICT**

The Board of Trustees of the Winnsboro Independent School District (the "District") and Mr. David Wilcox (the "Superintendent"), hereby agree to amend the original contract between the parties dated March 23, 2020, as previously amended.


The addendum is as follows:

1. Paragraph 1.1 of the contract is changed to extend the ending date of employment under the contract to June 30, 2027.
2. Paragraph 3.1 of the contract is changed to increase the annual salary to the sum of one hundred sixty-eight thousand and no/100 dollars (\$168,000.00).
3. Paragraph 3.4 of the contract is modified to reflect that the District will pay for health coverage.
4. A retention stipend of \$25,000.00 will be paid August 2024, the beginning of the 2024-2025 academic year, and will be considered earned as of December 31, 2024.

The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's contract. All other terms and conditions of the contract, as previously amended, shall remain in full force and effect.

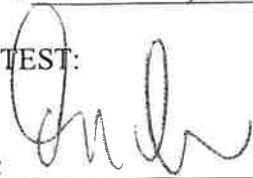
I have read this Second Addendum and agree to abide by its terms and conditions. Executed on the dates indicated below:

WINNSBORO INDEPENDENT SCHOOL DISTRICT

By: 
Mr. Brandon Green, President
Winnsboro ISD Board of Trustees


Date: 1/23/23

ATTEST:

By: 
Duncan McAdoo, Secretary
Winnsboro ISD Board of Trustees

Date: 1/23/23

SUPERINTENDENT


Mr. David Wilcox

Date: 1/23/23

**ADDENDUM TO SUPERINTENDENT'S CONTRACT
WINNSBORO INDEPENDENT SCHOOL DISTRICT**

The Board of Trustees of the Winnsboro Independent School District (the "District") and Mr. David Wilcox (the "Superintendent"), hereby agree to amend the original contract between the parties dated March 23, 2020, as previously amended.

The addendum is as follows:

1. Paragraph 1.1 of the contract is changed to extend the ending date of employment under the contract to June 30, 2028.
2. Paragraph 3.1 of the contract is changed to increase the annual salary to the sum of one hundred eighty-one, four hundred forty thousand and no/100 dollars (\$181,440.00).
3. Paragraph 3.4 of the contract is modified to reflect that the District will pay for health coverage.
4. A retention stipend of \$25,000.00 will be paid August 2024, the beginning of the 2024-2025 academic year, and will be considered earned as of December 31, 2024.

The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's contract. All other terms and conditions of the contract, as previously amended, shall remain in full force and effect.

I have read this Second Addendum and agree to abide by its terms and conditions. Executed on the dates indicated below:

WINNSBORO INDEPENDENT SCHOOL DISTRICT

By: _____



Mr. Brandon Green, President
Winnsboro ISD Board of Trustees

Date: _____

1/4/24

ATTEST: _____

By: _____



Duncan McAdoo, Secretary
Winnsboro ISD Board of Trustees

Date: _____

1/4/24

SUPERINTENDENT



Mr. David Wilcox

Date: _____

1/4/24

**ADDENDUM TO SUPERINTENDENT'S CONTRACT
WINNSBORO INDEPENDENT SCHOOL DISTRICT**

The Board of Trustees of the WINNSBORO INDEPENDENT SCHOOL DISTRICT and DAVID WILCOX, Superintendent, agree to extend and amend the Superintendent's Contract entered into between the Board and the Superintendent on May 23, 2020, as amended through board action on Tuesday, January 21, 2025 as follows:

1. Paragraph 1.1 of the contract is changed to extend the ending date of employment under the contract to June 30, 2029.
2. Paragraph 3.1 of the contract is changed to increase the annual salary to the sum of one hundred eighty-six, eight hundred eighty-three thousand and 20/100 dollars (\$186,883.20).

The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's contract. All other terms and conditions of the contract, as previously amended, shall remain in full force and effect.

I have read this Second Addendum and agree to abide by its terms and conditions. Executed on the dates indicated below:

WINNSBORO INDEPENDENT SCHOOL DISTRICT

SUPERINTENDENT

By: _____

Mr. Brandon Green, President
Winnsboro ISD Board of Trustees

Mr. David Wilcox

Date: _____

Date: 1/24/25

ATTEST: _____

By: _____

Duncan McAdoo, Secretary
Winnsboro ISD Board of Trustees

Date: _____

1/24/25