

Second Amendment to Superintendent's Contract

STATE OF TEXAS §
 §
COUNTY OF COLLIN §

The Board of Trustees (the "Board") of the MCKINNEY INDEPENDENT SCHOOL DISTRICT ("McKinney ISD" or "District") and SHAWN PRATT (the "Superintendent") agree to amend the Superintendent's Contract entered into between the Board and the Superintendent on March 22, 2023 (the "Contract") and the Second Amendment to Superintendent's Contract on January 15, 2025, as follows:

Paragraph 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 February 17, 2026 and ending on June 30, 2029, or terminated earlier as herein provided. 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.

Paragraph 3.3 **Vacation, Holidays, and Personal Leave.** The Superintendent may take, at the Superintendent's choice, the same number of days of vacation authorized by policies adopted by the Board for administrators on twelve-month contracts, the days to be taken in a single period or at different times. The vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. Accrued but unused vacation days shall accumulate and carry forward from year to year during the term of this Contract, up to a maximum of twenty-eight (28) vacation days. On or before June 30th of each year under this Contract, at the sole discretion of the Superintendent, the District shall pay in a lump sum to the Superintendent any accrued but unused vacation days and/or personal leave days, up to a maximum of twenty-one (21) days annually at the Superintendent's daily rate of pay as of the payment date. At retirement, or when the Contract is terminated, either voluntarily or involuntarily, the District shall pay in a lump sum to the Superintendent or his survivors, any accrued but unused vacation and personal leave days, accumulated by the Superintendent during his employment by the District up to a maximum of thirty (30) vacation and personal leave days, at the Superintendent's daily rate of pay as of the payment date. The daily rate shall be calculated by dividing the Superintendent's salary in section 3.1 by 226. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The Superintendent is hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve-month contracts, the days to be taken in a

single period of at different times. Subject to the requirement that vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. The Superintendent shall be entitled to use all accrued, unused state personal leave days at the Superintendent's discretion, without limitation on the number of days that may be taken or the timing of such use, and without restriction as to the purposes for which the leave may be used or the order in which state personal leave and any additional District-provided leave are used.

Paragraph 3.4 **Insurance.** For performance of Superintendent duties, the District shall supplement the Superintendent's salary by an amount equal to the Superintendent's portion of Health, Dental, and Vision insurance for the term of this Contract, including any extensions thereof. This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS. The District shall provide the Superintendent with all insurance and/or other benefits on the same basis as other twelve-month administrative employees of the District.

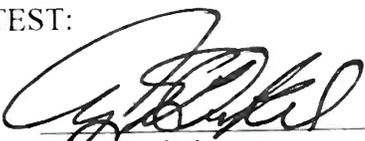
The Board and the Superintendent agree there have been no oral modifications to the Superintendent's Contract. All other terms and conditions of the Contract, as amended, shall remain in full force and effect.

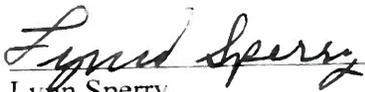
I have read this Amendment and agree to abide by its terms and conditions.

EXECUTED this, the 17th day of February, 2026, to be effective as the date first written above.

MCKINNEY INDEPENDENT SCHOOL DISTRICT

ATTEST:

By: 
Amy Dankel
President, Board of Trustees

By: 
Lynn Sperry
Secretary, Board of Trustees

By: 
Shawn Pratt
Superintendent of Schools