

**AT-WILL EMPLOYMENT AGREEMENT AMENDMENT**  
**Between**  
**COMPASS CHARTER SCHOOLS AND J.J. LEWIS**

This Employment Agreement Amendment (“Amendment”) is entered into by and between the above-named employee (“Employee”) and the Governing Board (“Board”) of Compass Charter Schools (“Compass”). This Amendment does not constitute a new contract for employment; it only modifies the following:

**A. Compensation**

The annual compensation for this position shall be \$158,038.05, subject to all regular withholdings, which shall be paid in 24 bi-monthly installments of \$6,584.92, retroactive to July 1, 2020. Employee’s compensation may be prorated depending on whether he/she remains employed, or in active work status, for the entire year. As an exempt employee, Employee shall not be eligible to earn overtime.

**B. Benefits**

**Higher Education Stipend** – The employee shall be entitled to a Higher Education Stipend of \$1,500, which shall be paid in 24 bi-monthly installments of \$62.50.

**Longevity Stipend** – The employee shall be entitled to a Longevity Stipend of \$2,000, which shall be paid in 24 bi-monthly installments of \$83.34.

**C. ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Amendment and accept employment with Compass on the terms specified herein.
2. All information I have provided to Compass related to my employment is true and accurate.
3. This is the entire amendment between Compass and me regarding the terms and conditions of my employment. This is a final and complete amendment and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Amendment.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Compass Approval:**

Date: \_\_\_\_\_  
\_\_\_\_\_ Martin Suarez, Board Chair