

FIXED TERM 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 Employee will receive a gross base salary of \$192,291, Step 2 on the Administration Salary Schedule, to be paid bi-monthly, subject to all regular withholdings, for the 2022-23 school year. The Employee’s compensation may be prorated depending on whether the Employee remains employed, or in active work status, for all scheduled workdays of the position. As noted above, the Employee is exempt from overtime law and shall not be entitled to additional compensation for performing duties outside of the scheduled work year/day. Based upon the financial stability of CCS, and the annual performance of the Employee as document in the performance evaluation and any other goals established by the Board, the Employee may be eligible to receive additional compensation in the form of a salary increase and/or bonus, in addition to the Administration Salary Step Schedule below:

		Superintendent
School Year	STEP	233
2021-22	1	\$176,052
2022-23	2	\$192,291
2023-24	3	\$197,089
2024-25	4	\$202,026
2025-26	5	\$207,077

B. Benefits

1. Higher Education Stipend. The Employee shall be entitled to a Higher Education Stipend of \$2,500, which shall be paid bi-monthly.
2. Longevity Stipend. The Employee shall be entitled to a Longevity Stipend of \$4,000, which shall be paid bi-monthly.

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: _____

Thomas Arnett, Board Chairperson